

ALIGNED

MIND @ WORK

Corporate-Based Mindfulness Training

A 6-Week Workplace Program for Stress Reduction, Emotional Intelligence, and Performance Enhancement

FINALLY, EAST TRULY MEETS WEST

Mindfulness meditation has enjoyed a lot of press lately. The Wall St. Journal, Harvard Business Review, Newsweek, and Time Magazine, have all devoted considerable space to stories of companies like Google, Aetna, Genentech-Roche, and General Mills, applying the ancient techniques of mindfulness to their modern employee challenges. Research giants like Harvard, Stanford, UCLA, and the National Institutes of Health continue to invest big money into studying traditional mind training. Why? Because the research strongly indicates that mindfulness meditation changes the human brain.

MIND HEALS BODY HEALS MIND...

fMRI studies have proven that the structure of the brain changes when we learn to strengthen our attention and connect it to our bodies to generate a new field of awareness. The result? Clinical research has shown that as little as 8 weeks of mindfulness training results in increased concentration, memory, emotional resilience, calm, creativity, cognitive flexibility, interpersonal connection, and immune function, as well as decreased stress, distractability, anxiety, emotional instability, inflammation, and illness.

HOW DOES MINDFULNESS WORK? TO GAIN CONTROL, LEARN TO LET GO

Modern life is complicated by constant information flow, complex analysis, incessant 'critical mind', and little time for restoration. With mindfulness practices, we learn the difference between discernment and criticism, between the facts on the ground and the incomplete stories we tell ourselves, and true effectiveness versus the tension caused by trying to control everything. When we understand the power of letting go of our habitual ways of doing things and open to flow, our brains become more integrated and our mental balance begins to restore itself, naturally.

Each theoretical foundation is supported by a meditation exercise to bring life to ideas with experience. Group and dyad processing allow another essential element - peer learning - to facilitate the development of emotional intelligence and mindful balance.

The mindfulness journey includes theory & practice in these areas:

- Gaining Confidence:
The Mindful Brain & Meta-Attention
- Coming Back To Our Senses:
The Mindful Body
- Working With Stress, Anxiety, Fear, & Anger
- The Science of Positive Emotions
- Relational Mindfulness: *Being With Others*
- Technology & The Myth of Multitasking

TAILORED TO MODERN LIFE

The Aligned Mind program is built on three principles:

- Work - Life Related
- Easy To Apply
- Based on Scientific Research

THE BOTTOM LINE

This isn't only about making people feel better—it's also about boosting the bottom line. Recent research by Towers Watson found that companies with low engagement scores had operating margins under 10%, while those with high traditional engagement scores had a 14% margin. Companies with the highest "sustainable engagement" scores had an average one-year operating margin of 27%.

Employees with higher levels of stress under-perform and incur higher medical expenses (those in the top 1/5 of self-reported stress evaluations have medical claims almost \$2,000 higher than those in the bottom fifth). The popularity of mindfulness meditation programs for workplace wellness is growing world-wide given the latest exciting research, including:

- Significant decreases in chronic care office visits (Roth and Stanley, 2002)
- Positive correlation with program costs and decreased stress levels suggesting significant potential health care cost savings (Aetna 2011)
- Improvement in productivity from mindfulness training translated into a gain of almost one hour per week per employee, for a payback of seven-to-one (Aetna 2011)
- Patients with heart disease using stress management practices reduced the risk of subsequent cardiac events by 75% (compared to usual care only) (JAMA, 2000)
- Leveraging the body's innate capacity to heal itself from stress may be the key to creating a sustainable healthcare system for the 21st century (Ruff and Mackenzie 2009)

GETTING STARTED

Lunch and Learn presentation of Aligned Mind @ Work is complimentary. The 6-week program may be launched with a minimum of 10 participants. Quarterly follow-up sessions, dedicated mindfulness 'rest space' design, and online community hub consulting may be arranged to sustain employee efficacy and boost results year-round.

FOR A PHONE CONSULTATION TO SEE IF

ALIGNED MIND @ WORK IS RIGHT FOR YOUR ORGANIZATION,

PLEASE SEND AN EMAIL to brianshiers@me.com or call 818-568-3496.

THE FIRST STEP:

Self-Enrollment

True, lasting change comes when someone recognizes a personal need and embodies the means to fulfill it. Rather than 'assigning' someone to the program, we find it better to offer the opportunity and leave the door open for self-enrollment. Through a Lunch-and-Learn presentation of the ideas, science, benefits, and a mini-experience, your employees and executives get a taste and are offered a challenge: to directly engage themselves in the simultaneous pursuit of excellence and well-being.

THE NEXT STEP:

A 6-Week Journey

The program is conducted over six 90-minute sessions, once a week, offered in the early morning before the workday starts, at lunch, or in the evening after the workday ends. Sessions begin with creating clarity in expectations and inviting complete trust in the group, with strict confidentiality as the abiding principle. An introduction to the premise of mindfulness allows each person to begin the only place they can: where they are. Whether stressed out and anxious, or finding challenge in interpersonal relationships, or just curious about reaching new levels of understanding and excellence, participants learn what it means to see clearly in a mindful way.

FACILITATED BY

BRIAN SHIERS, BA, UCLA-CMF

Brian Shiers has an undergraduate degree in kinesiology from Cal State Northridge and is one of the first meditation teachers in the world to be certified as a mindfulness facilitator by UCLA's acclaimed Mindful Awareness Research Center. One of MARC's five mindfulness teachers,



he guides people through their proprietary meditation curriculum, Mindful Awareness Practices Level 1, and is a mindfulness consultant for Appropriate Response, a San Francisco-based coaching and training firm led by pioneer, Pam Weiss. With his own instructor-led practice of over 20 years experience in Buddhism and esoteric body-based practices from the Middle East, as well as thirty years of intense martial arts training, Brian specializes in teaching mindfulness practices in the midst of everyday life.