MINDFUL LEADERSHIP: LEVERAGING EMPATHY AND COMPASSION IN YOUR ORGANIZATION

Marnie Aylesworth, D. Ed.
marayl@pakeys.org
OUR INTENTIONS FOR THE DAY

• Investigate the research around social emotional learning and its implications on leadership
• Discover strategies to lower stress as administrators and improve organizational climate
• Practice simple mindful leadership strategies that can be implemented in your organization
• Develop steps to implement mindful leadership in our own organizations

find your intention
THE LANDSCAPE FOR LEADERS

- Administrative Directives
- Red Tape
- Regulations
- Staff Stress/Attrition
52,000 managers - 86 percent rated themselves as inspiring and good role models

Yet only 13 percent of their workforce reported being engaged and 24 percent were actively disengaged

THE PROBLEM...

We don’t work on the foundational piece….our brain!
“Leadership today is about unlearning management and relearning being human.”
~Javier Pladavell
QUALITIES OF A LEADER WITH THE BRAIN IN MIND

- Mindfulness
- Selflessness
- Compassion
WHAT IS MINDFULNESS?

MIND·FUL·NESS /MĪN(Ə)LF(Ə)LNƏS/

“Being mindful is our ability to pay attention and respond to every situation in the healthiest way possible— to accept whatever happens and respond with kindness, compassion and understanding”

~ Kevin Pickhardt, CEO of Pharos
MINDFULNESS CHANGES THE BRAIN

SPECT Images at Baseline and During Meditation

Frontal Lobes

Baseline

Meditation
IF THEY CAN DO IT SO CAN WE
MINDFULNESS

When you learn to manage your attention, you learn to manage your thoughts.
MINDFUL EATING
FORMAL VERSUS INFORMAL
PRACTICE MAKES PEACEFUL
I am grateful for
Purpose: Setting an intention supports the changes we want to make in our lives by helping us be more mindful during our day. We can check in regularly and ask ourselves if our actions are in alignment with our intention and if they are not, we can get back on track.

Application: Setting an intention every day provides an opportunity to give meaning to our work. It reminds us why we are teachers, the value and importance of teaching to the lives of our students and to society in general.
“I have a precious human life, I am not going to waste it. I am going to use all my energies to develop myself, and to expand my heart out to others. I am going to have kind thoughts towards others, I am not going to get angry or think badly about others. I am going to benefit others as much as I can.”

~Dalai Lama XIV
OUTCOMES/BENEFITS
*NINE STUDIES CITED

**ATTENTION** - Numerous studies show improved attention, including better performance on objective tasks that measure attention.

**COMPASSION** - People randomly assigned to mindfulness training are more likely to help someone in need and have greater self-compassion.

**EMOTION REGULATION** - Mindfulness is associated with emotion regulation across a number of studies. Mindfulness creates changes in the brain that correspond to less reactivity and better ability to engage in tasks even when emotions are activated.

**CALMING** - Studies find that mindfulness reduces feelings of stress and improves anxiety and distress when placed in a stressful social situation.
SELFLESSNESS

- Beginner’s Mindset
- Humility
WHAT ABOUT THE EGO?
The selflessness matrix

1. Pushover
2. Enabler
3. Narcissist
4. Egoist
COMPASSION

• Having positive intentions for others
• Having the intention of being of service to other people’s happiness
• Having the desire to help alleviate their problems
• Having the ability to understand others’ perspectives and use that as a catalyst for supportive action
COMPASSION VERSUS EMPATHY

• Compassion is not soft, warm or fuzzy. It’s hard!
• It often means giving tough but appropriate feedback
• It means making difficult decisions for the good of the organization, even when it negatively impacts individuals

It does not change your actions but it changes the way you conduct those actions.
DISCONNECTING IN THE NAME OF PRESENCE
REFLECTION AND ACTION PLANNING
KNOW YOUR WHY
- Book List (Handout)
- List of Apps (Handout)
- Center for Investigating Healthy Minds: http://www.investigatinghealthyminds.org/cihmProjEducation.html#kindness
- Mindful Schools: http://www.mindfulschools.org/
- Mindful Magazine
- 10% Happier Podcast
Marnie Aylesworth
marayl@pakeys.org
717-213-3736

I AM grateful