



Mindfulness in Leadership

MDBC Annual Human Resources Forum 2017

By Subba Vaidyanathan



Mindfulness training alters stress-related amygdala resting state functional connectivity

findings suggest that four days of meditation training can enhance the ability to sustain attention

Mindfulness helps to combat habituation—the tendency to stop paying attention to new information in our environment

In a 2014 Mas Gen Hospital Study - group that went through the MBSR program was associated with a significantly greater reduction in anxiety.

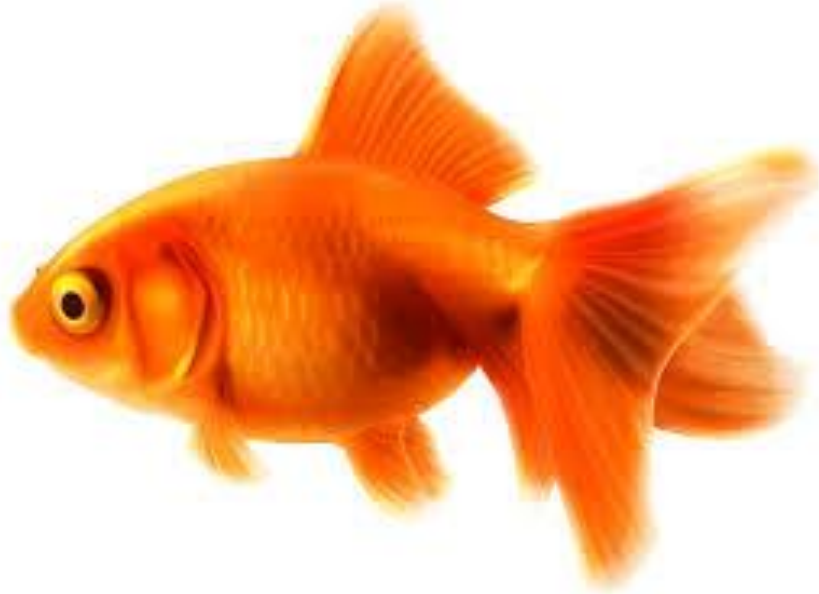
A pilot study led by researchers at Beth Israel Deaconess Medical Center suggests that the positive brain changes associated with mindfulness may be the answer for slowing cognitive disorders, such as Alzheimer's disease and dementia.

Mounting scientific evidence from hundreds of universities—strongly suggests that mindfulness not only reduces stress but also builds an inner strength

- “Mindfulness is awareness that arises through paying attention, on purpose, in the present moment, non-judgementally.”

Jon Kabat-Zinn

Professor of Medicine Emeritus and creator of the Stress Reduction Clinic and the Center for Mindfulness in Medicine, Health Care, and Society at the University of Massachusetts Medical School

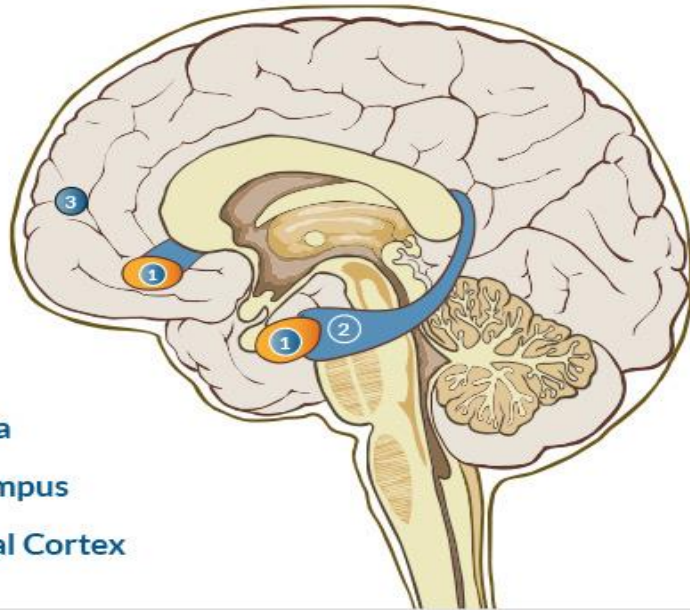


Goldfish are often ridiculed for their short attention span – it is believed they have an attention span of 9 seconds.

Attention span is defined as “the amount of concentrated time on a task without becoming distracted.”

In 2000, it was 12 seconds, according to a study done by Microsoft, using EEGs
By 2015, it was down to only 8 seconds – so even shorter than goldfish!

Some of this decline is being attributed to the rise of the digital lifestyle.



- ① Amygdala
- ② Hippocampus
- ③ Prefrontal Cortex

The frontal lobe is where the pre-frontal cortex is situated. This part is associated with higher order functions such as awareness, concentration, thinking and decision making.

The limbic system (at the centre) – the hippocampus and the amygdala are situated here.

- The hippocampus plays an essential role in the formation of new memories about past experiences.
- The amygdala, or the brain’s “fight or flight” centre is situated just behind our ears. This primal region of the brain is associated with fear and emotion, and is involved in the body’s response to stress.



For a long time scientists held the belief that once we reach adulthood our brain capacity for IQ is fixed (EQ can still develop). However, there is now clear evidence that this is not so. The evidence can be found in the famous London Taxi Cab Study

Through mindfulness we can amplify the benefits in focus centres, cognition, memory, learning, empathy – while at the same time tune the stress centre down. Some of the benefits that have been researched are as follows:-

For the Organisation

- Better Decisions, Improved teamwork, Creativity
- Improved interactions and client satisfaction
- Productivity improvements

For the Individual Employee

- Lower blood pressure, Increased Immunity
- Improved attention, concentration, and better sleep
- Reduced levels of psychological stress (e.g. anxiety, depression, pain)



Mindfulness can be trained just like the physical body can be trained.

It requires knowledge of the how-to and the discipline of practice

Mind Full, or Mindful?

Mindfulness Training is part of employee development in several Fortune 500 companies including General Mills, Goldman Sachs, Google, Apple, and Nike

Aetna calculated that productivity gains alone were about \$3,000 per employee, a eleven-to-one return on investment.

Harvard scientists found that mindfulness conclusively and positively changes your brain structure .

The most popular Meditation app, is home to more than 2 million meditators & logs 50,000 hrs meditation every day.

Fidelity Investments reports that 22% of employers offered mindfulness training in 2016 and expect that in 2017 that number will double

At General Mills the early results are striking. After one of Marturano's seven-week courses, 83 per cent of participants said they were "taking time each day to optimise my personal productivity" – up from 23 per cent before



**For more information about
Mindfulness Programs, kindly contact:-
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Program Facilitator



With over 30 years of experience, Subba has worked extensively in Asia, the Middle East and South Asia. He has a particularly deep understanding of ASEAN and South Asian markets where he has worked in various senior leadership roles in Retail Banking and Payments. He most recently left his role as Regional Head for ASEAN and South Asia to set up an advisory service for Strategic Initiatives and Business Transformation in Retail Banking

Subba has been active over last decade in the space Wellbeing based leadership training programs. Over the years, he is known for programs that build Physical, Mental & Emotional Resilience and those in Applied Mindfulness in the context of leadership. He works with corporates in building and delivering programs for their leaders and talent.

Subba brings together his rare combination of banking experience and wellbeing training in to leadership training for bankers.

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