

The Art of Monday Morning LLC

Once upon a time, there was a company that was driven to accomplish many important things, and everyone ~~was super stressed out and lost tons of sleep.~~ ~~blamed each other for countless issues.~~ thought clearly, communicated effectively, aligned beautifully as a team, generated incredible results, and lived happily ever after.

THE END.

Mindfulness for Organizations

Which story do you choose?

The quality of our actions reflect the quality of the thoughts and emotions that drive them.

After all, what great achievement was ever accomplished without passion, drive, courage, or care? On the other hand, how many initiatives were dragged down by worry, stress, doubt, or fear?

What might happen if the leaders and teams responsible for planning and executing change had the ability to understand - in real time - the states of being behind their actions? And if those states aren't clear, effective, or useful, could *in that moment* choose a mindset that is?

And what if this ability also greatly reduced stress, improved performance and morale, fostered clearer communications, and set the stage for truly innovative thinking?

It'd be worth taking a minute to learn a little more, right?

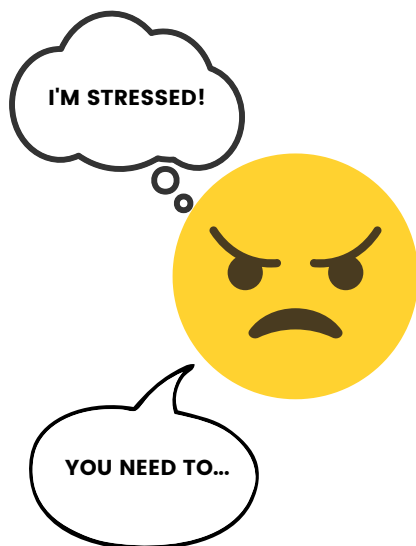


It starts within.

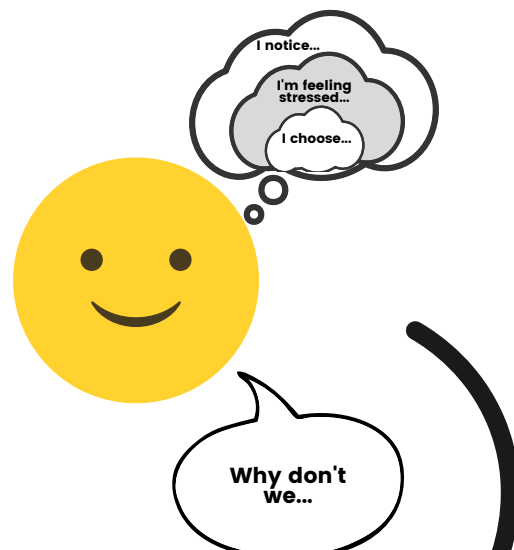
Mindfulness is the capacity within each of us to:

- Recognize sensations, emotions, and thoughts as they happen
- Bring clarity and insight to what is driving those sensations, emotions, and thoughts
- Develop the ability to choose alternative ways of being that not only feel better, but result in actions that are more useful, effective, and productive

From:

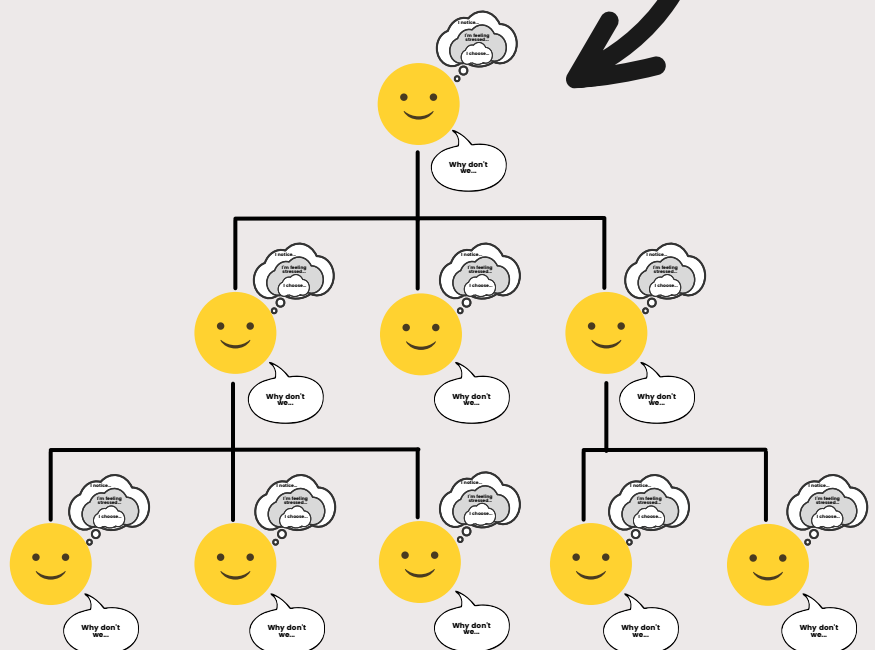


To:



As individuals develop the skill to cultivate healthier and more effective states of being, communication within and between teams improves, resulting in:

- Improved performance
- Increased innovation
- Improved agility and responsiveness to change
- An enterprise that is more aligned with its objectives



Mindfulness for Organizations

Designed to be delivered in-person for up to 20 participants, the below outlines a standard one-day course agenda, with the objective being to teach leaders and teams a complete process for mindful self-reflection to reduce stress, improve well-being, enhance performance, and improve communication.

- All programs may be customized to address specific organizational goals, outcomes, and/or contexts, such as business or IT transformation, strategic alignment, innovation, organizational change, etc.
- Multi-day programs offer additional material and dive deeper into practice, and are recommended for leadership training, retreats, and/or targeted efforts to build team cohesion and alignment.

STANDARD COURSE AGENDA (1-DAY)

- Unit 1: Mindfulness 101
 - Why we act, feel, and think the way we do (and what can we do about it when it isn't helpful or effective)
 - The relationship between our beliefs, thoughts, emotions, and actions
 - An overview of the science behind mindfulness practice
- Unit 2: Perspectives of Experience
 - Moving from Conditioned Reactions to Conscious Action
 - Understanding the power of intent
- Unit 3: Looking Inward
 - Recognizing Our Inner Critic and Finding Our Most Helpful Inner Voice
 - Meditation Practices for Awareness, Focus, Insight, and Stress-Reduction
 - Understanding the Power of Projection
- Unit 4: Mindful Self-Inquiry & Action
 - The Four Questions of Mindfulness
 - Including Case Studies & Practical Application
 - Mindfully Managing Change
- Unit 5 - Mindful Communications
 - Giving and Receiving Feedback Mindfully
 - The Mindful Request, Commitment, Apology, and Complaint
- Unit 6: Moving Forward
 - Recommended Daily Practice and Information for Further Study
 - Course Wrap-Up



Your Instructor

Mike Travisano is an expert in the field of mindfulness and is a fully ordained Buddhist minister (Osho) for an active Zen community in Central Pennsylvania. Mike has been a practitioner of mindfulness for over thirty years, providing mindfulness and meditation instruction, coaching, and counseling for individuals and organizations.

Additionally, Mike brings nearly thirty years of experience leading teams and initiatives in companies such as IBM, multiple Blue Cross Blue Shield companies, and the United Nations International Fund for Agricultural Development in Rome.

Mike also works as a Contemplative Practitioner with Charlie Health's youth intensive mental healthcare program for adolescents and young adults, facilitating mindfulness instruction and practice.



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ADDITIONAL INFORMATION



Mindfulness & Performance

Winning championships is about keeping our eye on the ball.

In 1989, long before mindfulness became the buzzword that it is today, Phil Jackson introduced mindfulness practices to the Chicago Bulls to pull the team together, reduce tensions among players, and ultimately win championships. At the time, many players, including Michael Jordan, were highly skeptical, but when they went on to win six NBA titles, the skepticism disappeared. Afterward, Jackson employed the same approach with the Los Angeles Lakers, who went on to win five NBA championships.

- [Harvard Business Review](#)

"It's not about the number of hours you practice, it's about the number of hours your mind is present during the practice."

- *Kobe Bryant*

"When I got that ball, my thoughts were very positive: the crowd gets quiet, and the moment starts to become the moment for me. That's what we've been trying to do, that's part of that Zen stuff. Once you get into the moment, you know when you are there: things start to move slowly, you start to see the court very well. You start reading what the defense is trying to do.

I saw that moment. When I saw that moment and the opportunity to take advantage of it, I never doubted myself. I never doubted the whole game."

- *Michael Jordan*



Mindfulness Research

(a very small sample)

Improves worker and personal productivity

- "A systematic review and meta-analysis of workplace mindfulness training randomized controlled trials", Bartlett, Martin, Neil, et al., Journal of Occupational Health Psychology, 2019

Improves team dynamics

- "The Influence of Individual and Team Mindfulness on Work Engagement", Liu, Xin, Shen, et al., Frontiers in Psychology, 2020

Improves creativity & innovation

- "Mind full of ideas: A meta-analysis of the mindfulness-creativity link", Lebeda, Zabelina, Karwowski, et al., Personality and Individual Differences, 2016

Reduces burnout

- "Effects of Mindfulness-Based Stress Reduction on employees' mental health: A systematic review", Janssen, Heerkens, Kuijer, et al., PLoS ONE, 2018

Reduces mind-wandering.

- "Meditation experience is associated with differences in default mode network activity and connectivity", Brewer, Worhunsky, Gray, Kober, Proceedings of the National Academy of Sciences, 2011

Improves immune functions.

- "Alterations in Brain and Immune Function Produced by Mindfulness Meditation", Davidson, Kabat-Zinn, et al., Journal of Psychosomatic Medicine, 2003

Improves self-confidence and leadership abilities.

- "Effect of meditation on self-perception of leadership skills: A control group study of CEOs", Amar, Hlupic, Tamwatin, Academy of Management Proceedings, 2017

Improves mood.

- "Subthalamic deep brain stimulation of an anatomically detailed model of the human hyperdirect pathway", Bingham, McIntyre, Journal of Neurophysiology, 2022

Increases focus and attention.

- "Mindful Aging: The Effects of Regular Brief Mindfulness Practice on Electrophysiological Markers of Cognitive and Affective Processing in Older Adults", Malinowski, Moore, Mead, Gruber, Mindfulness 8, 2017

Reduces stress-related health problems, including anxiety and depression.

- "Meditation Programs for Psychological Stress and Well-Being: a systematic Review and Meta-analysis", Goyal, Singh, Sibinga, Journal of the American Medical Association, 2014

Improves sleep.

- "A Randomized Controlled Trial of Mindfulness Meditation for Chronic Insomnia", Ong, Manber, Segal, et al., Sleep (Oxford Academic), 2014