



## Mindfulness Based Leadership (MBL)

Dr. Keren Tsuk



### Mindfulness Based Leadership

Better manage oneself,  
relationships and work

### Gain better results and innovation

## About me



Founder of organizational consulting firm

Working with leading firms to change process and promote growth

Doctoral dissertation:  
Leadership in the 21<sup>st</sup> century

MBL: Based on my PhD,  
professional and personal experience

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## Overview

**Intro**  
MBL

**What is**  
MBL

**The Benefits**  
MBL

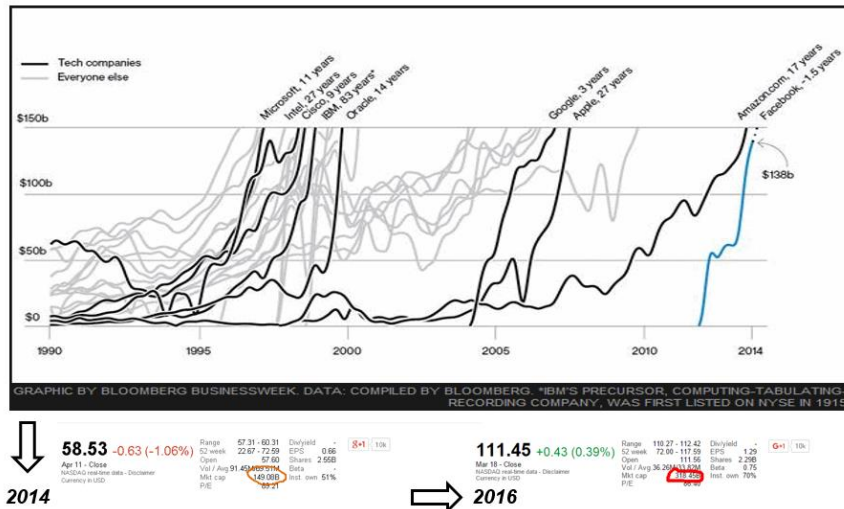


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## Challenge No. 1: Speed



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## Challenge No.2 - Wandering Mind

# 47%

Average time spent  
Mind wandering

# 70%

Leaders report regularly unable  
to be attentive in meetings



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## Challenge No. 2 - Wandering Mind



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## Challenge No.3: The Characteristic of The New Leadership vs The Tradition Leadership

Traditional Leadership	New Leadership
<ul style="list-style-type: none"> <li>• Hierarchal relations</li> <li>• Based on control, authority and supremacy</li> <li>• Based on the traits of the individual leader</li> <li>• One way communication</li> <li>• Linear</li> </ul>	<ul style="list-style-type: none"> <li>• Distributed</li> <li>• Collaborative</li> <li>• Networked</li> <li>• Engaged</li> <li>• Growth Mindset</li> </ul>

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## The Way to Lead in the 21st Century

### Self- Management

The process of managing  
one's internal states,  
impulses and resources



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## The Foundation For Self-Management



## Mindfulness



The ability to be aware of an experience that occurs within us and around us, in a nonjudgmental way, without being managed by it

(Tsuk, 2013)



(Tsuk, 2013)

## Mindful Leadership

### Mindfulness

- A mental state that allows you to be focused and in open awareness - at your command

### Embrace Tensions

- The ability to be present, embrace the opposites and enable a precise solution to emerge

### Being as a Servant

- Serving the development of the employees, developing a product or a service that serves the clients and the environment (People, Profit, Planet)

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## “Mindfulness is compassion in action”

Leaders will strive to produce the maximum good for all  
Triple Bottom Line:



Scott Shute, Chief Mindfulness & Compassion Officer



CEO Daniel Birnbaum

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## Mindfulness in Organizations



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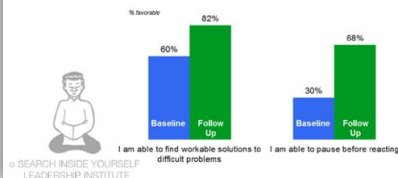


## Results of Mindfulness programs



Mindfulness practice leads to improved **well-being, focus and lower stress**.

These outcomes appear to be mainly due to the influence of practice on cognitive process, particularly **attention and self-awareness**.



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- 80% of participants reported positive changes in **clarity of decisions**
- 89% reported enhanced **listening capabilities** (to themselves and others)
- 83% 'take time' each day to optimize their **personal productivity**
- 82% 'make time' to **eliminate tasks** with limited productivity value

## McKinsey&Company

- In one case, a meditation program developed by McKinsey for an Australian client saved the business more than \$20 million.

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## Meditation Apps

The startup's \$30 million Series A



Headspace, has been downloaded more than **11 million times**, has more than **400,000 paying subscribers**



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## Centers for Mindfulness Research



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## The Benefit

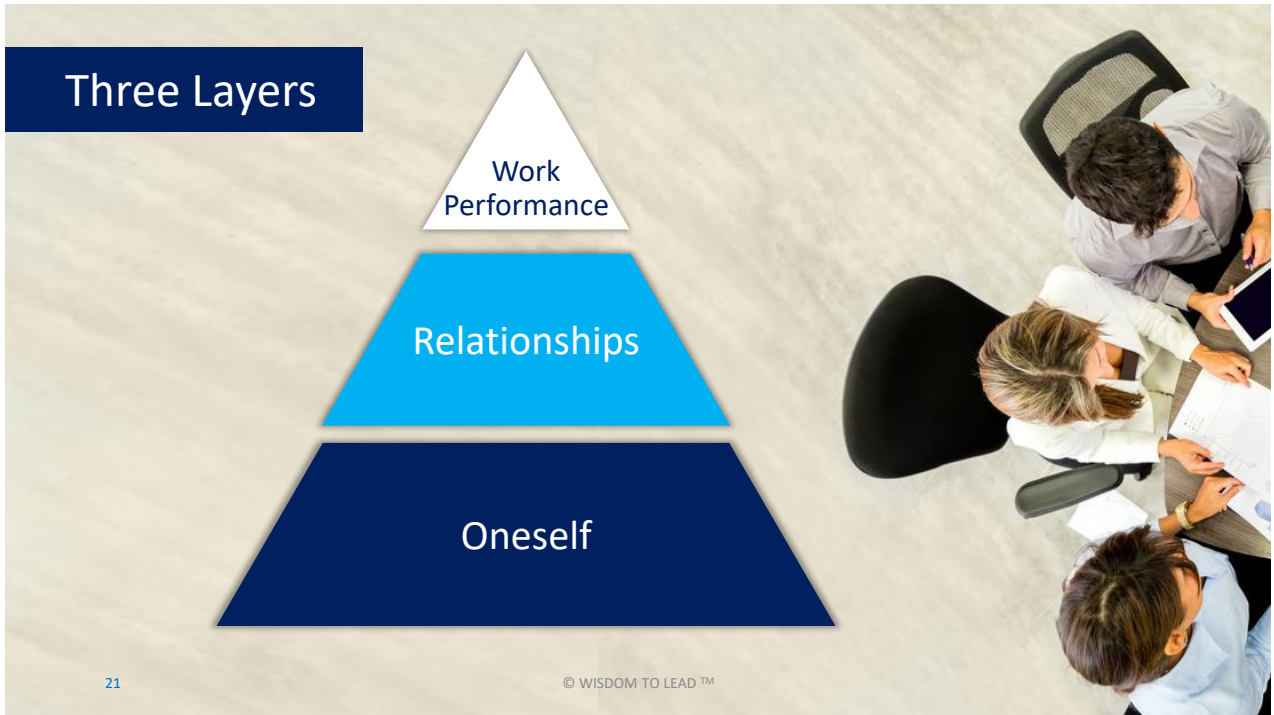
Over **4,000** published scientific studies support the efficacy of mindfulness to improve:



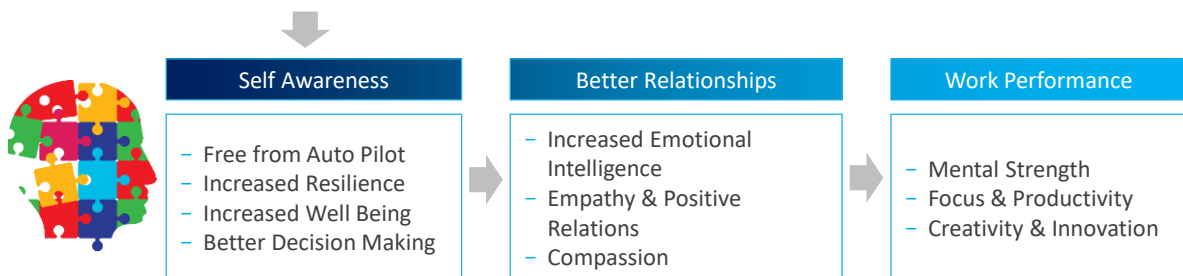
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## Mindfulness Based Leadership - The Benefits



# Mindfulness Based Leadership Better Work Performance - Flow

Is the **mental state** of operation in which a person performing an activity is fully immersed in a feeling of **energized focus, full involvement, and enjoyment in the process of the activity.**

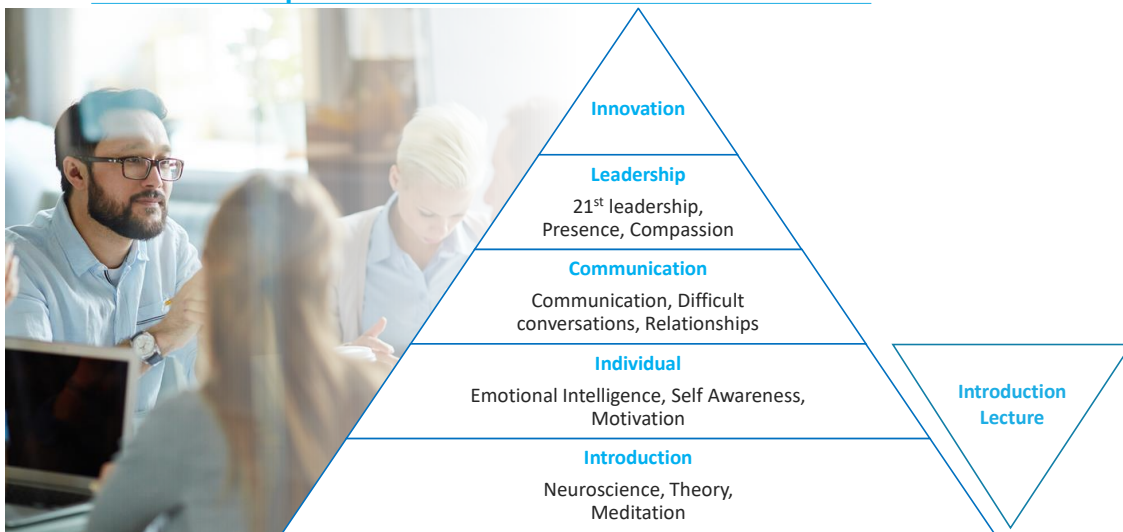
(Mihály Csíkszentmihály, 1990)

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## Road Map-MBL



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## MBL Main principle - Focus on Practice



*"We **got to practice effective tools** that every leader needs to have and implement both on the personal and work life. This course is highly recommended for managers and leaders in today's dynamic and changing world. I learned, experienced and greatly enjoyed it!"*

**President of Delivery Amdocs Inc (retired)**

*"An excellent course that **combines research, ideas, and practice** from the psychology and management worlds".*

**Vice President of Quality Assurance, Verint Inc**

*"The course has **had a significant effect on me as a person and a manager**. The positive atmosphere, professional guidance and the perfectly selected topics provided me with vital tools. These tools help me function more efficiently in the fast-past environment we live in. I do not doubt that this is **a must-take course** for any manager".*

**Director, International Technical Assistance Center at Check Point Software Technologies, Ltd.**

*"A highly recommended course for managers who face today's hectic corporate reality... The **course provides universal tools** that enable you to focus and be more peaceful while being effective and striving to achieve your goals. I found the course effective both in my work and personal life. **Co-CEO Firma Ltd***



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# Thank you.

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