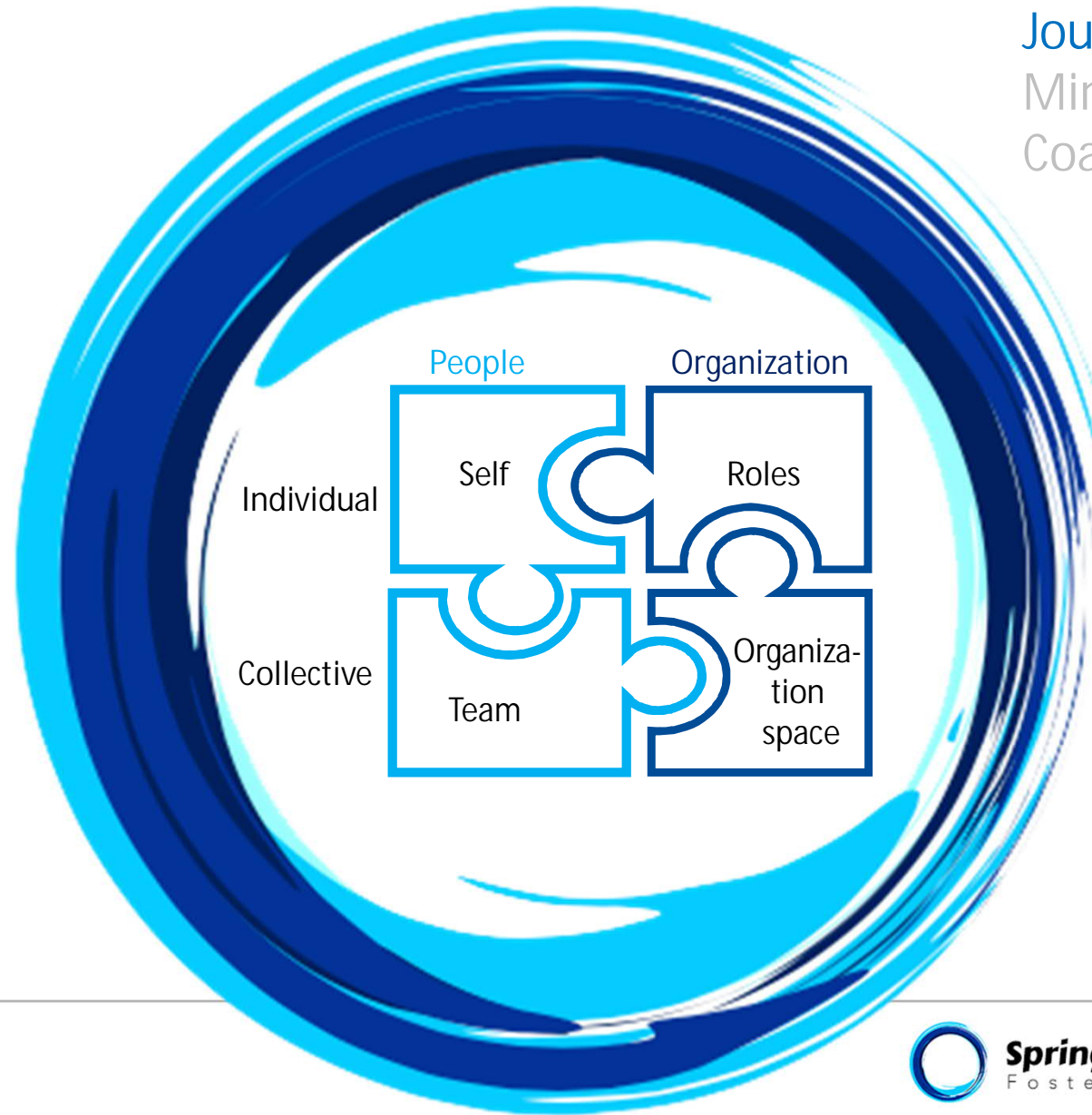


Journey to Teal Mindfulness Coaching

Organizations are
living systems...

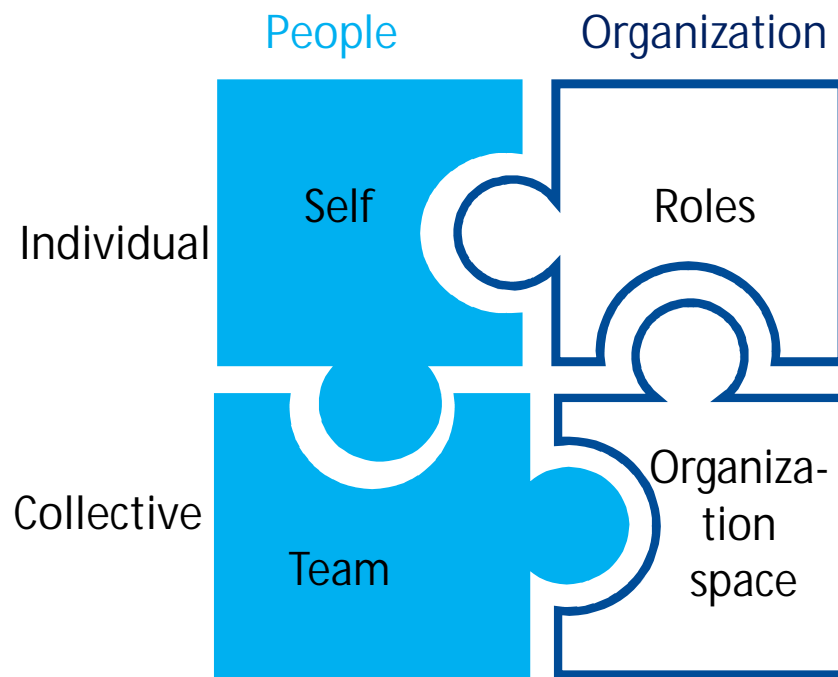
...with all aspects of
individual and collective
being integral parts of a
whole.

In Springbreeze Ventures, I
offer integral support to key
elements of the system in
order to foster Teal and agile
self-organization



“If we want to feel an undying passion for our work, if we want to feel we are contributing to something bigger than ourselves, we all need to know our WHY.”

— Simon Sinek, Find Your Why



Purpose discovery journey

Challenges to be addressed

- The Gallup employee engagement study (2018) found that only one third of employees are engaged in the workplace. There could be many reasons behind this, one of which is the clarity of purpose and meaning in the workplace. What is my purpose and meaning doing the work I do? Does my purpose align with my organization's purpose?
- The clarity of individual and organization purpose and its alignment could bring transformational change to organizations. In fact companies with an established sense of purpose outperformed the S&P 500 by 10 times in the last decade.

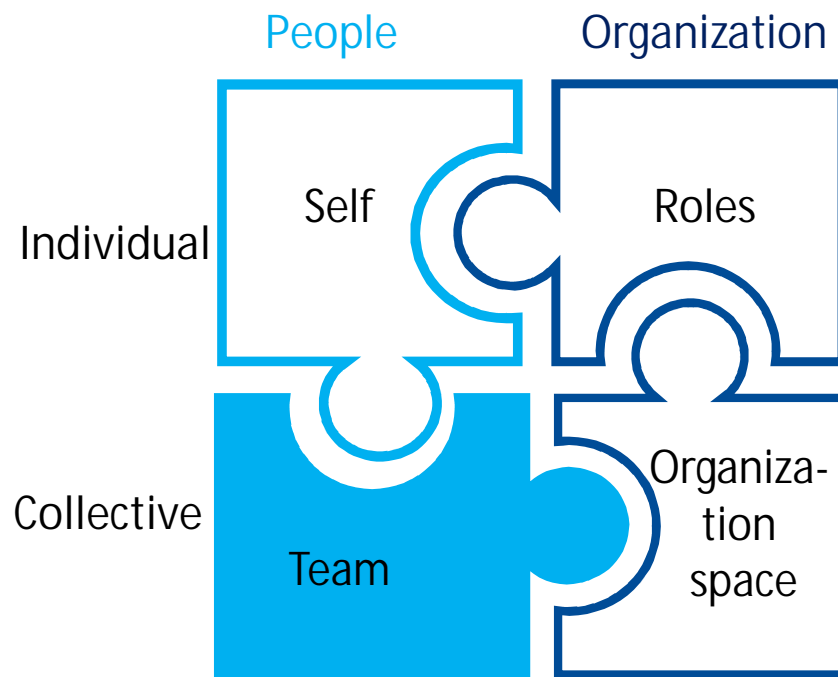
Format

- Individual purpose discovery journey 2.5 hours 1to1 coaching
- Team purpose session 1 day workshop

Methodology

- Based on Simon Sinek's "Find Your Why"
- Use stories to uncover key themes of values and drivers, use mindfulness technique facilitate the journey
- Apply Theory U to facilitate the deep discovery journey

Use TCI's systemic team development methodology to improve the productivity and positivity of teams



Team Development – Productivity & Positivity

Challenges to be addressed

- With the rapid development of technology, companies face increasing intensity of changes. Instead of relying on the Tayloristic mode of command and control, organizations now need to engage in more agile way of working. This requires teams to be agile and collaborative
- Many teams in today's organizations face constant structural changes – re-organizations that result in much more fluid teams. This could post challenges to the team members to efficiently and effectively collaborate together

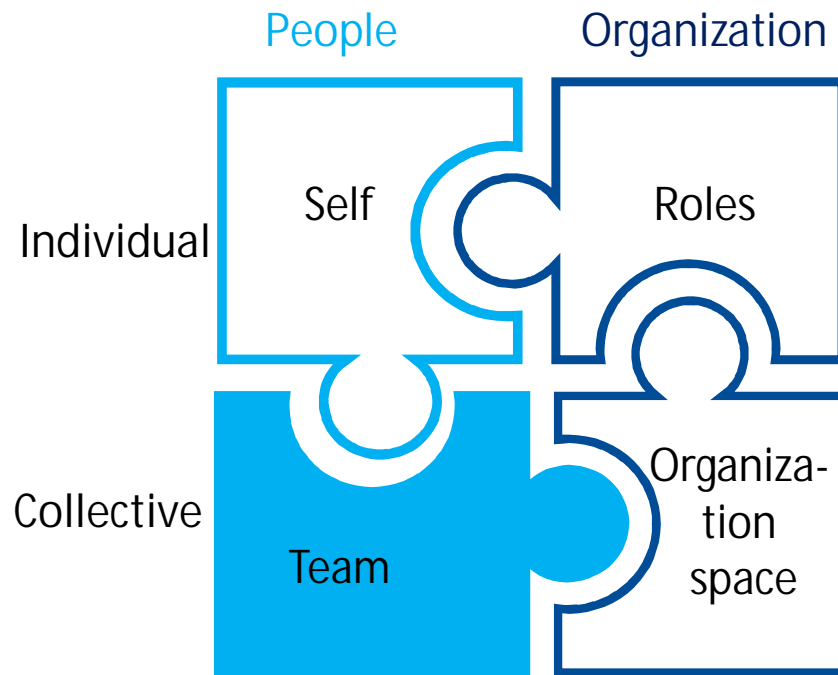
Format

- Individual team effectiveness debrief 90min
- Team development journey over 6 months

Methodology

- Based on ©Team Coaching International's assessment and development tool
- Phase 1: team effectiveness assessment (diagnosis) (30min)
- Phase 2: Individual debrief (90min per member)
- Phase 3: Team development intervention (1-6 months)

Utilizing aspects of Agile methodologies to reinforce team collaboration



Team Development – Agile Retrospective facilitation

Challenges to be addressed

- With the increasing disruptions that affect the organization and teams, deeper and more efficient collaboration is needed
- Being a principle of continuous learning, the retrospective can be thought of as a "lessons learned" meeting. The team reflects on a very regular basis how everything went and then decides what changes they want to make in their way of working and collaboration.

Format

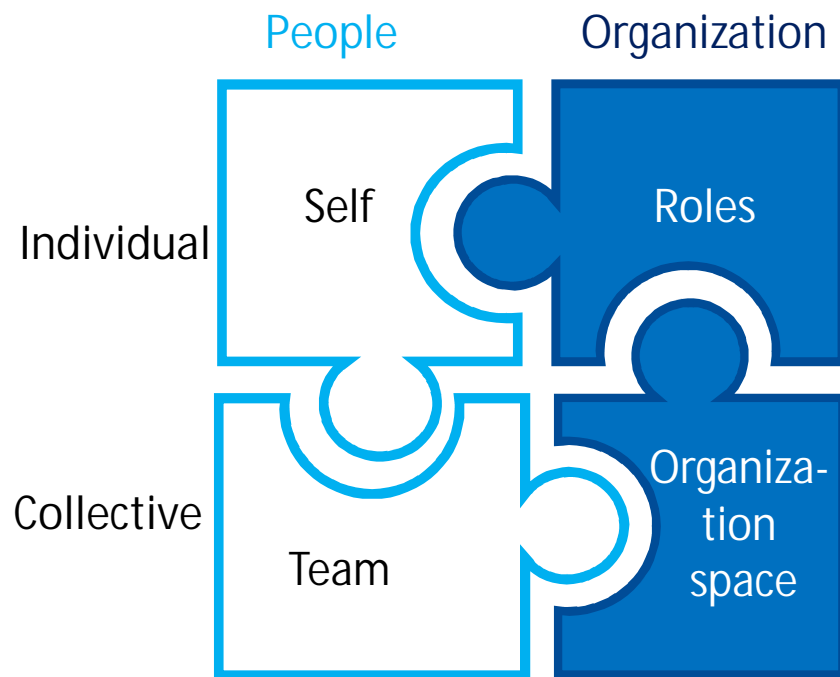
- Regular team retrospective meeting 60-90min

Methodology

- An easy technique is the starfish (see picture on the right): Each team member answers for themselves the following questions
- What do I want more/ less of?
- What do I want to keep/stop/start doing?



Utilizing aspects of Agile methodologies to foster efficient and effective decision making



Integrative Decision Making process facilitation

Challenges to be addressed

- In teams that are self-organized there is the need to address tensions in the system. If the decision making process is not efficient, it can create chaos within a self organized team
- Integrative decision making is one method of agile decision making. It is a structured process which allows a higher transparency on decision making and the modifying according to feedback.

Format

- Structured decision making process (inspired by holacracy) 60-90min

Methodology

Steps

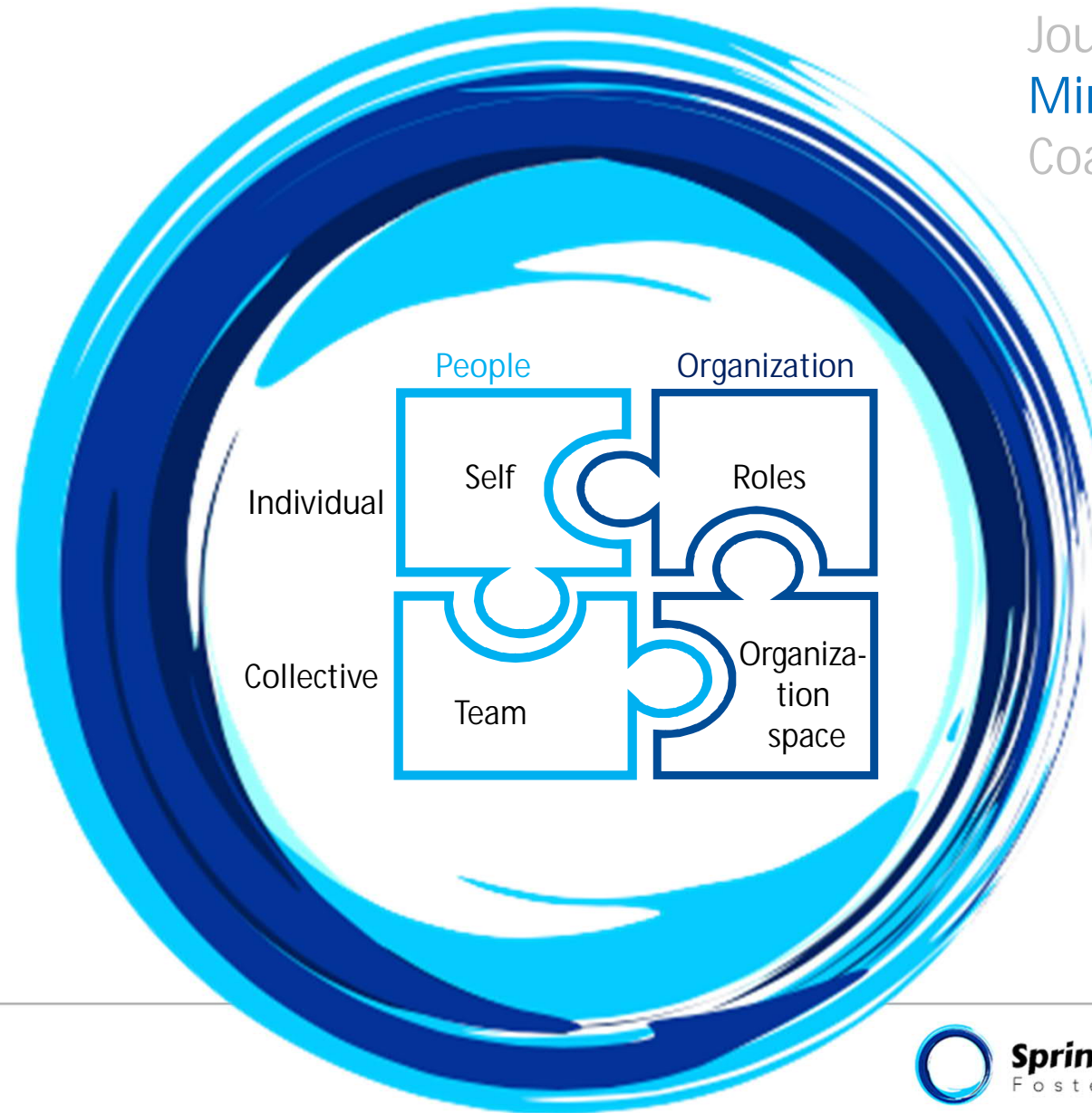
1. Present proposal
2. Clarifying Questions
3. Reaction Round
4. Amend & Clarify
5. Objection Round
6. Integration

Journey to Teal Mindfulness Coaching

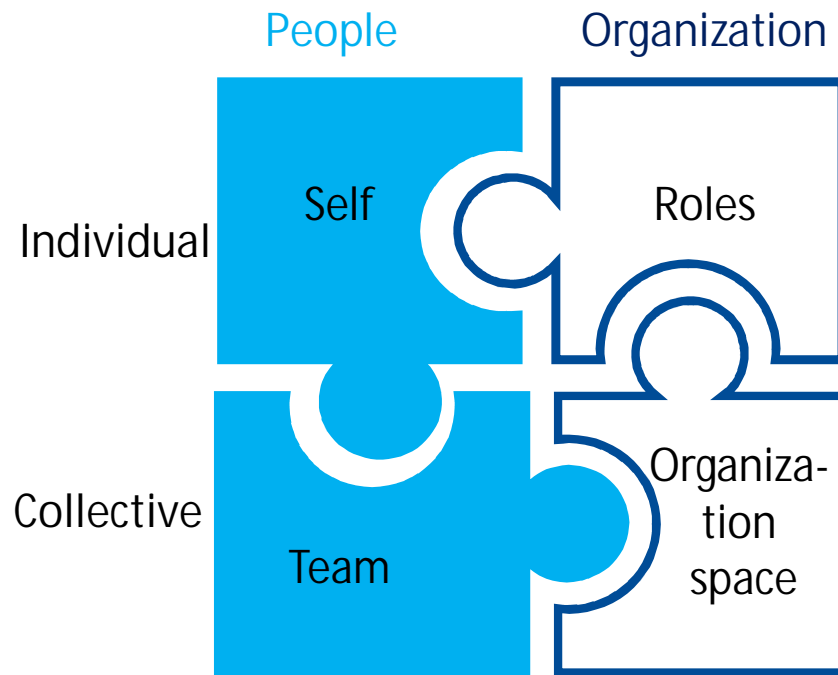
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Introduction of mindfulness – foster clarity, focus, creativity and compassion in the workplace



Mindfulness@workplace Introduction Workshop

Challenges to be addressed

- We're facing multiple challenges in today's workplace, stress, absenteeism, multi-tasking. Research in north America shows that over 55% of employees have high level of stress. For each highly stressed employee \$2000 needs to be removed from annual budget
- Mindfulness based interventions can generate 10 times ROI according to a survey in 2017. Mindfulness leads to more job performance through better vigor, dedication, and absorption into one's work. It also reduces turnover intention from your employees
- Mindfulness fosters clarity, focus, creativity and compassion in the workplace

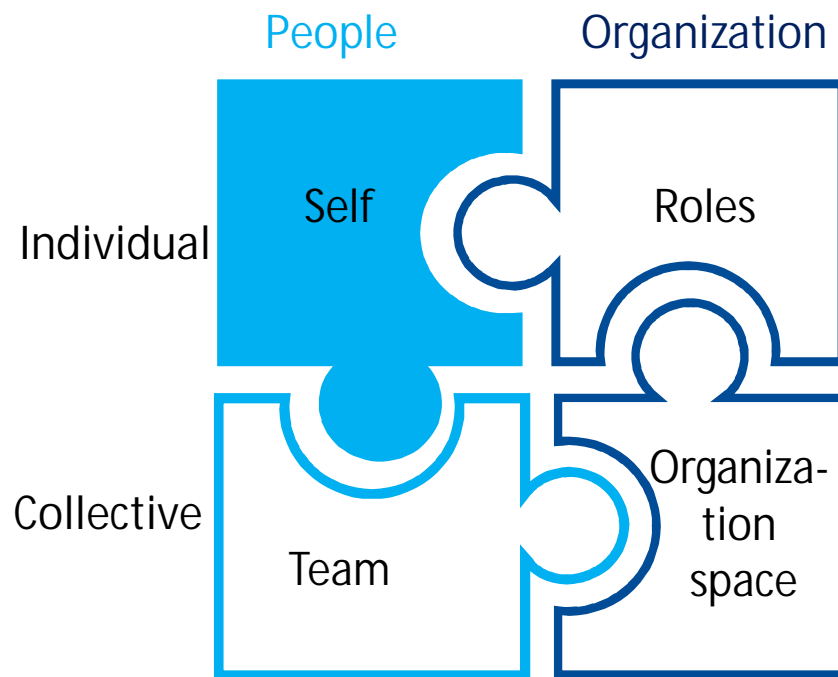
Format

- 1 hour public speaking engagement Mindfulness@workplace
- ½ day introduction workshop

Methodology

- Mindfulness concept
- Various types of interventions
- Techniques to apply in daily work life

Mindfulness 8 week course – developing the habit of mindful living



Mindfulness 8 week course- Finding peace in a frantic world

Challenges to be addressed

- Individual challenges on attention, focus, stress management, well-being etc

Format

- 8 week course with 1.5 hours each week

Methodology

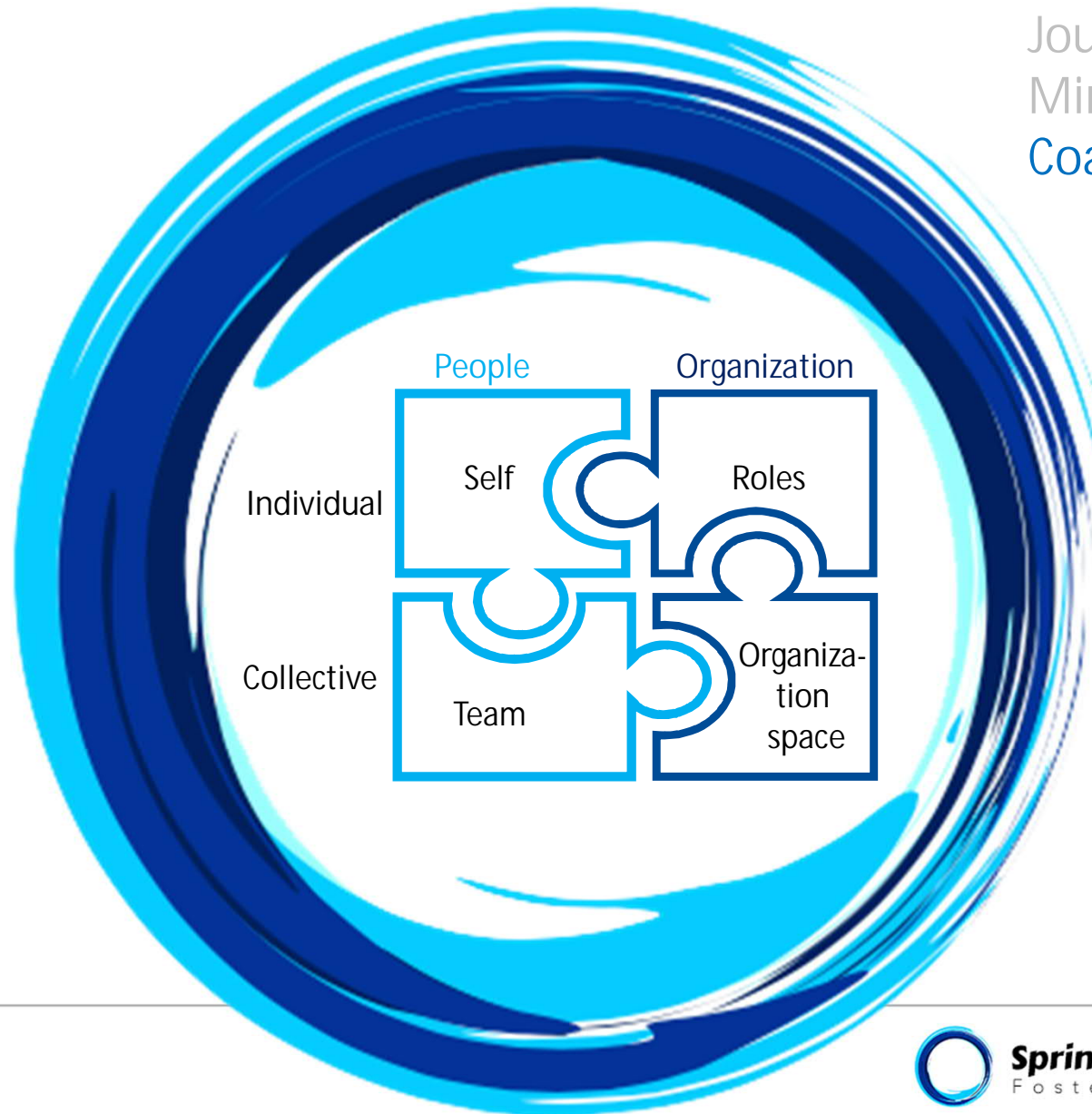
- Week 1: Waking Up to the Autopilot - Body and breath meditation
- Week 2: Keeping the body in mind – Body Scan meditation
- Week 3: The mouse in the Maze - Awareness of the breath and movement meditation
- Week 4: Responding Vs Reacting - Sounds and Thoughts meditation
- Week 5: Turning towards difficulties - Sitting with the difficulty meditation
- Week 6: Thoughts are not facts – Quiet the mind meditation
- Week 7: When did you stop dancing? Befriending Meditation
- Week 8: Your Wild and Precious life –Lovingkindness meditation

Journey to Teal Mindfulness Coaching

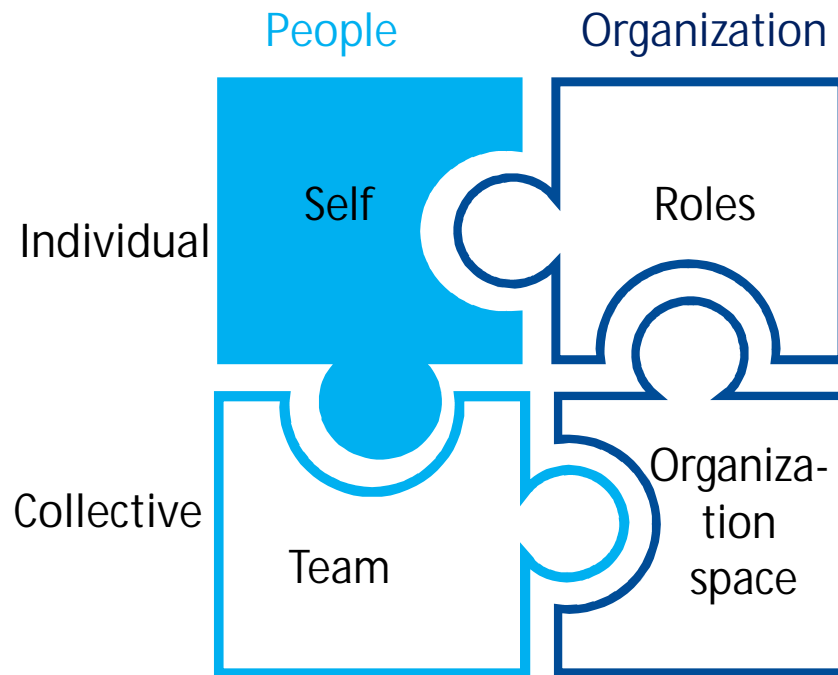
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Coaching - Create space for deep inquiry so that real transformations can happen



Executive coaching / Life coaching

Challenges to be addressed

- Transformational change requires space for deep inquiry. Often times in a hectic business world, both leaders and employees do not have such a space for deep exploration.
- Coaching provide such a space and it will support in the following avenues:
 1. Awareness.
 2. Action
 3. Accountability
 4. Acceleration

Format

- Individual coaching (f2f or virtual 45min sessions) with elements of mentoring if needed

Methodology

- Apply the ICF (International Coach Federation) core competences of coaching
- Using mindfulness to create a space for deep listening and transformation
- Apply Theory U to facilitate the emerging future discovery

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