

“Leadership is not a rank or a position, it is a choice - a choice to look after the person to the left of us & the person to the right of us.”

- S. Sinek





Indigenous
Services
Canada

Interdepartmental
Organizational
Change
Network



Information session: Mindful Change Leadership Development program

Apr 11, 2022 / 11 Avril 2022



Objective

- Offer participants an overview of the Mindful Change Leadership Development (MCLD) program



Agenda (not necessary in this order)

- Share the results of the 2021 program
- Share a definition of Mindfulness and Mindful Change Leadership
- Experience quick mindful exercises
- Overview of the MCLD program
- Q&A



Exercise – Exploring Mindfulness – Body Scan

- Time required: 5 minutes
- If you haven't, take advantage of the opportunity to experience this exercise
- Sit as comfortable as possible in a straight position
- Feel free to close your eyes
- Follow my voice as I lead you through the exercise
- Then, we will do a short debrief of what you noticed.



What is Mindful Change Leadership?



The Mindful Change Leader, while acknowledging there is a big picture and ambiguity about the future, is present, curious, and non-judgmental; and presents the following aspects in a visible and tangible manner:

- Focus (focus of attention)
- Clarity (self awareness & emotional intelligence)
- Creativity (innovation & decision making)
- Compassion in the service of others (presence, deep listening)



Mindful Change Leadership Development (MCLD) Program Goal

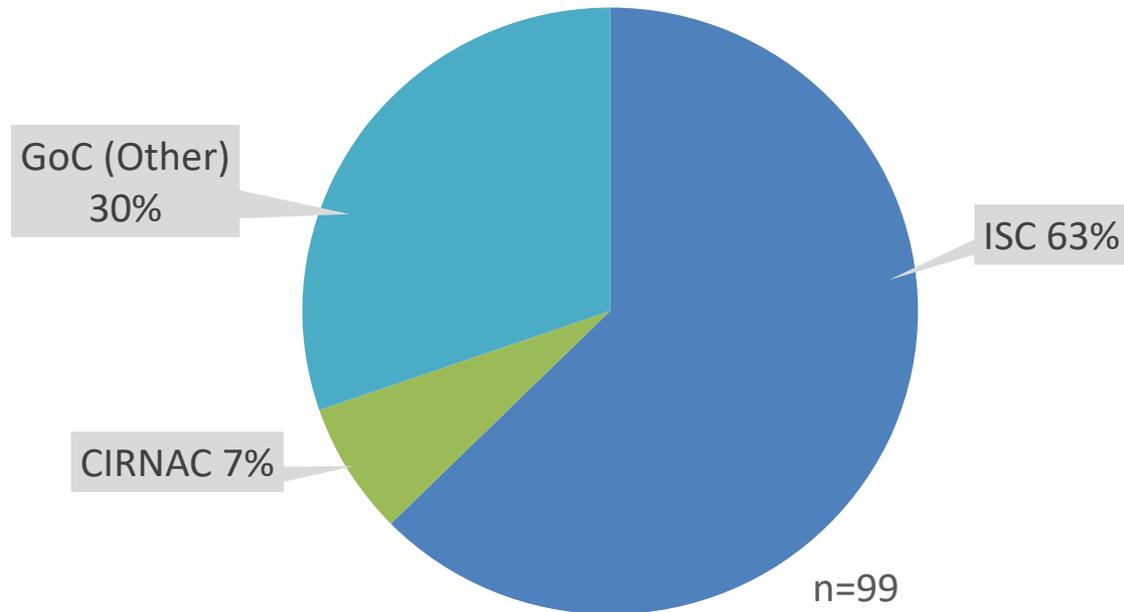
The goal of the MCLD program is to increase self-awareness by developing key skills: Focus, Clarity, Creativity, and Compassion in the service of others... with a positive impact on well-being and resiliency.



“Individuals with higher mindfulness have greater resilience, thereby increasing their life satisfaction.” - sciencedirect



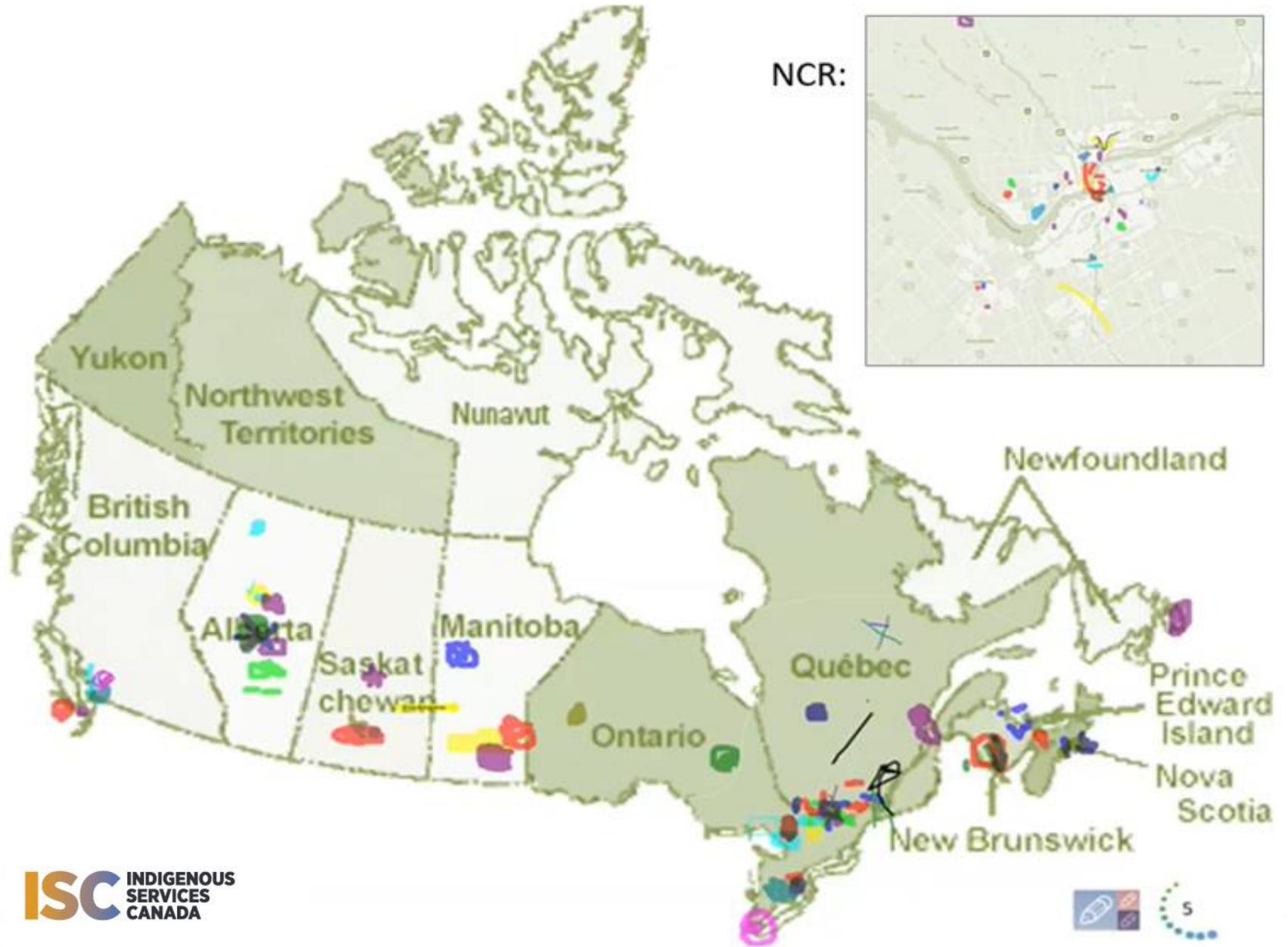
Highlights of the MCLD 2021



- ✓ Program delivered, once a week, from April to June 2021
- ✓ Invitation went to ISC, CIRNAC and then to all GC departments
- ✓ 99 Pre-assessments received
- ✓ 68 Participants completed the program from across Canada



Map of Participation, MCLD 2021 first session

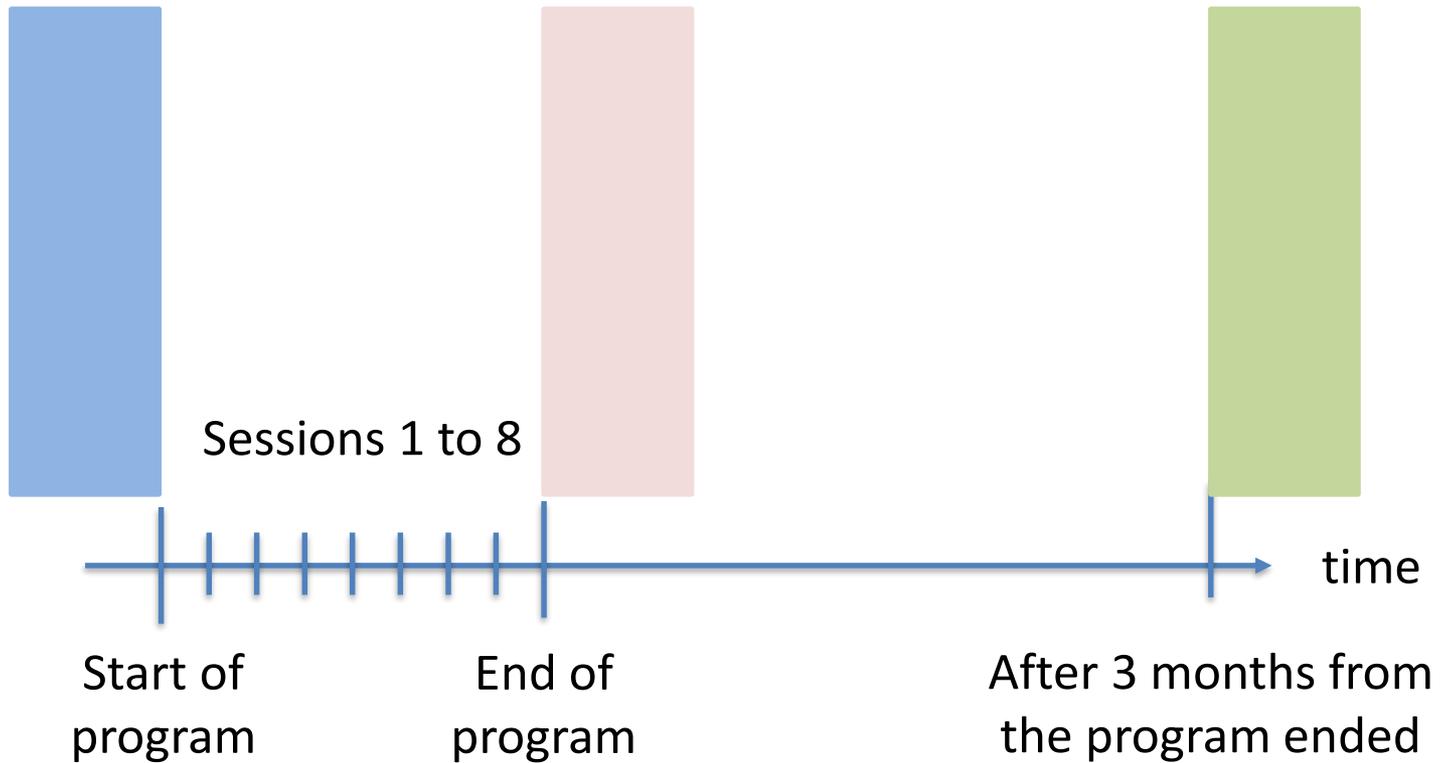


Self-Assessment Questionnaires

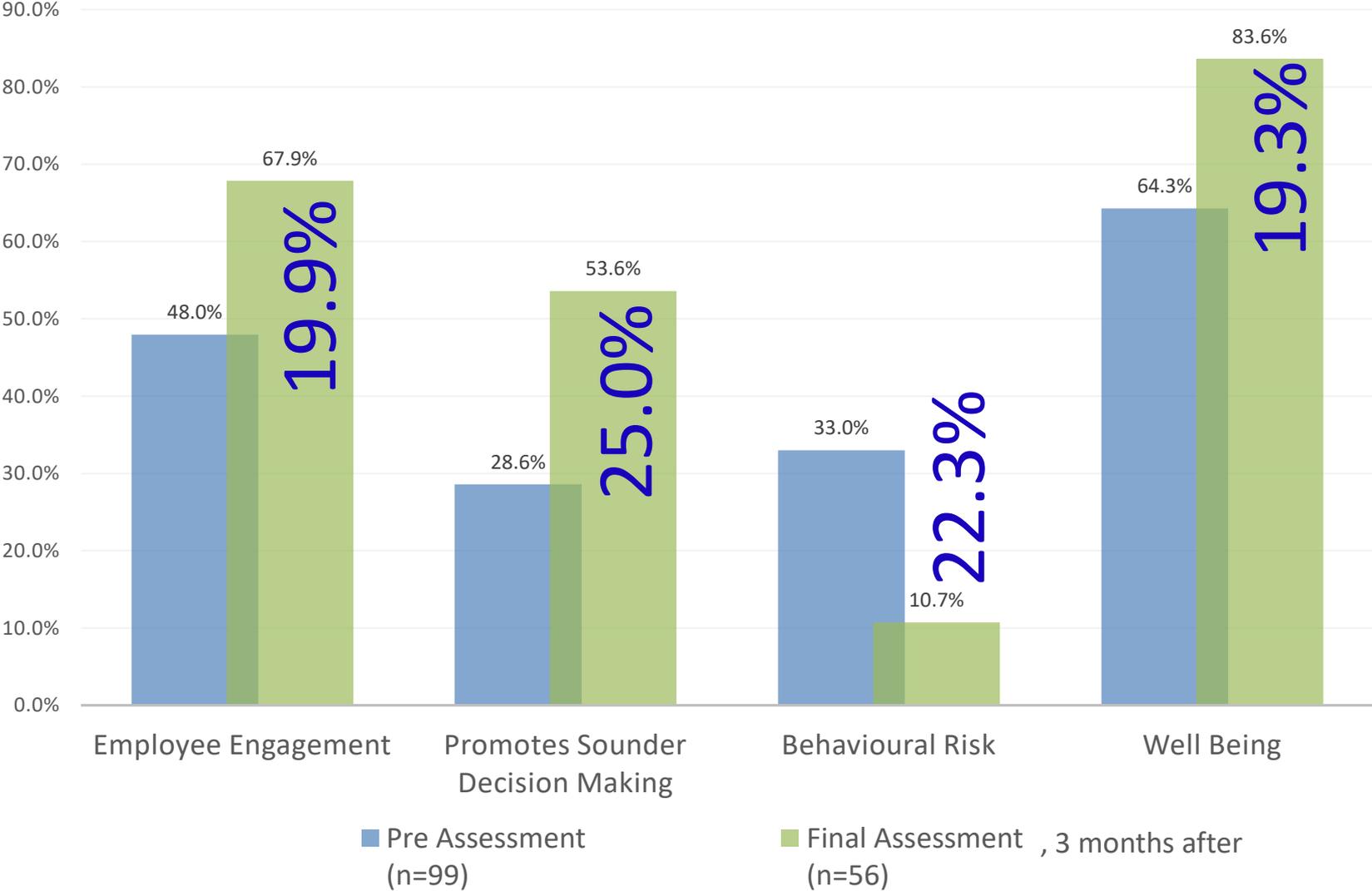
Pre-Assessment

Post-Assessment

Final-Assessment



MCLD 2021, Key Findings



* People who answered "Almost Always" and "Very Frequently"

MCLD 2021, From Testimonials

- ✓ "...in a way, your investment in **becoming medicine... is a very important investment...**" - Elder Malcom Saulis
- ✓ "I found this course to be extremely powerful and grounding... this really **helps to shape how I look at my relationships with my staff...** it was excellent. " - participant
- ✓ "it was very powerful, very interesting, lots of insights. I learned a lot about myself. I found the exercises appropriate in me being more productive, **more present in my relationships with my colleagues and also with my family.**" - participant
- ✓ "What I found really **very very very interesting and intense and authentic learning experience.** I agree, this should be (instead of mandatory) strongly recommended" - participant
- ✓ "Thank you Alejandro for this valuable opportunity to grow personally and professionally. **It has been an important adjunct to the transformational work we are doing at ISC.**" - participant



What's the skill you improved the best during the MCLD?



Exercise – Noticing

- Time required: 3 minutes
- The trick is to shift from “doing” to “being”
- Let’s start by doing the following...
 - Sit as comfortable as possible in a straight position
 - It helps if you close or semi-close your eyes
 - Let’s not worry about time
 - And take a minute, only a minute...
 - To breathe, just to breathe
 - That simple
 - I’ll let you know when the time is over.
 - Just continue breathing
- We’ll do a short debrief of what you noticed



Commitment, Program Overview & FAQ

Mindful Change Leadership Development Program Invitation

Invitation pour participer au «Programme de développement du leadership de la pleine-conscience du changement»



Welcome to Invitation Page

Bienvenue dans la page d'invitation

Goal of the program / Benefits expected: To increase self-awareness by developing key skills: Focus, Clarity, Creativity, and Compassion in the service of others and become a better Change Leader, with the option to start a mindfulness practice.

Objectif du programme / Bénéfices attendus : Accroître la conscience de soi en développant des compétences clés: concentration, clarté, créativité et compassion au service des autres et devenir un meilleur leader de changement, avec la possibilité de commencer une pratique de pleine-conscience.

Information Session with Q&A's:

Séance d'information avec questions et réponses :

- An information session will occur on **Monday, April 11, 2022, from 12:30pm to**

- Une séance d'information aura lieu le **lundi 11 avril 2022, de 12h30 à 14h00 HNE.** Cliquez

https://wiki.gccollab.ca/Mindful_Change_Leadership_Development_Program_Invitation



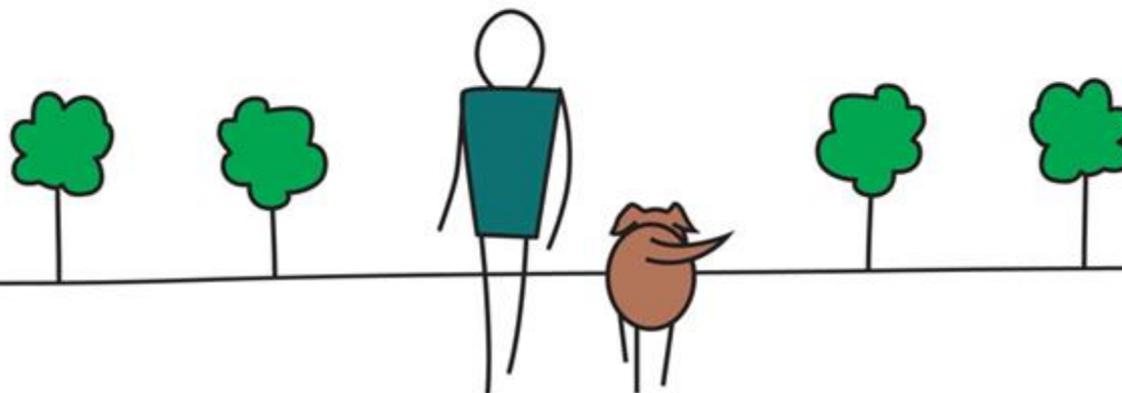
What's Needed For Success?



- ✓ Voluntary Participation
- ✓ Support from Management







Be Mindful, Be Happy /
Prenez conscience, soyez heureux

