

“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



Mindful Change Leadership Development, 8 Week Program 2021 – English Pilot

Mar, 2022



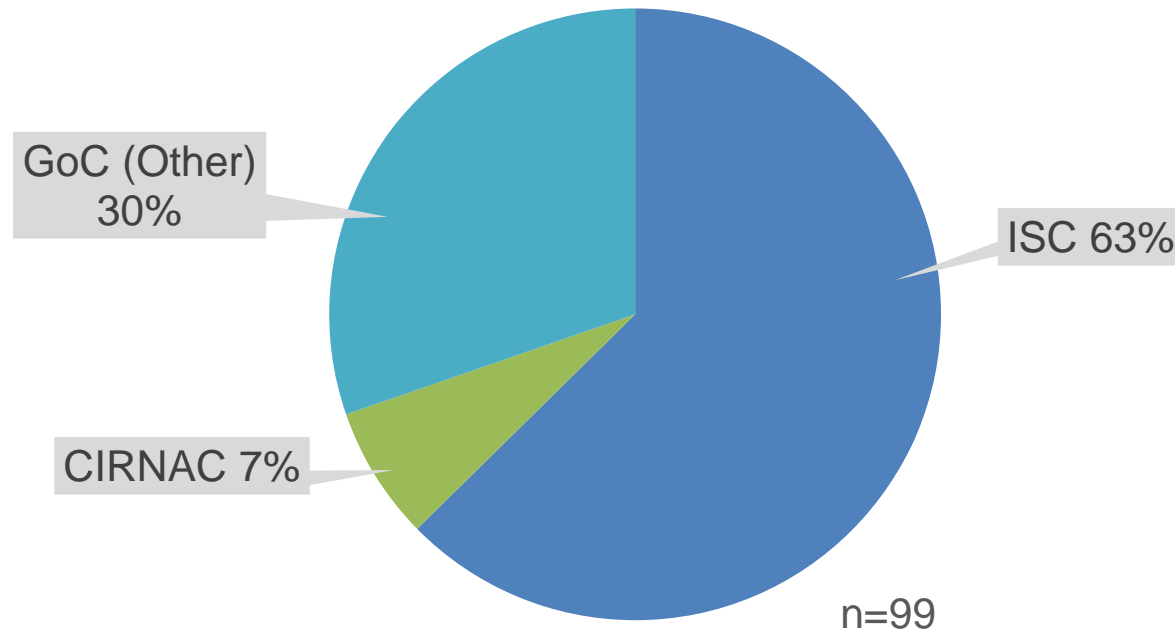
Mindful Change Leadership Development (MCLD) Program Goal

The goal of the MCL development 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.



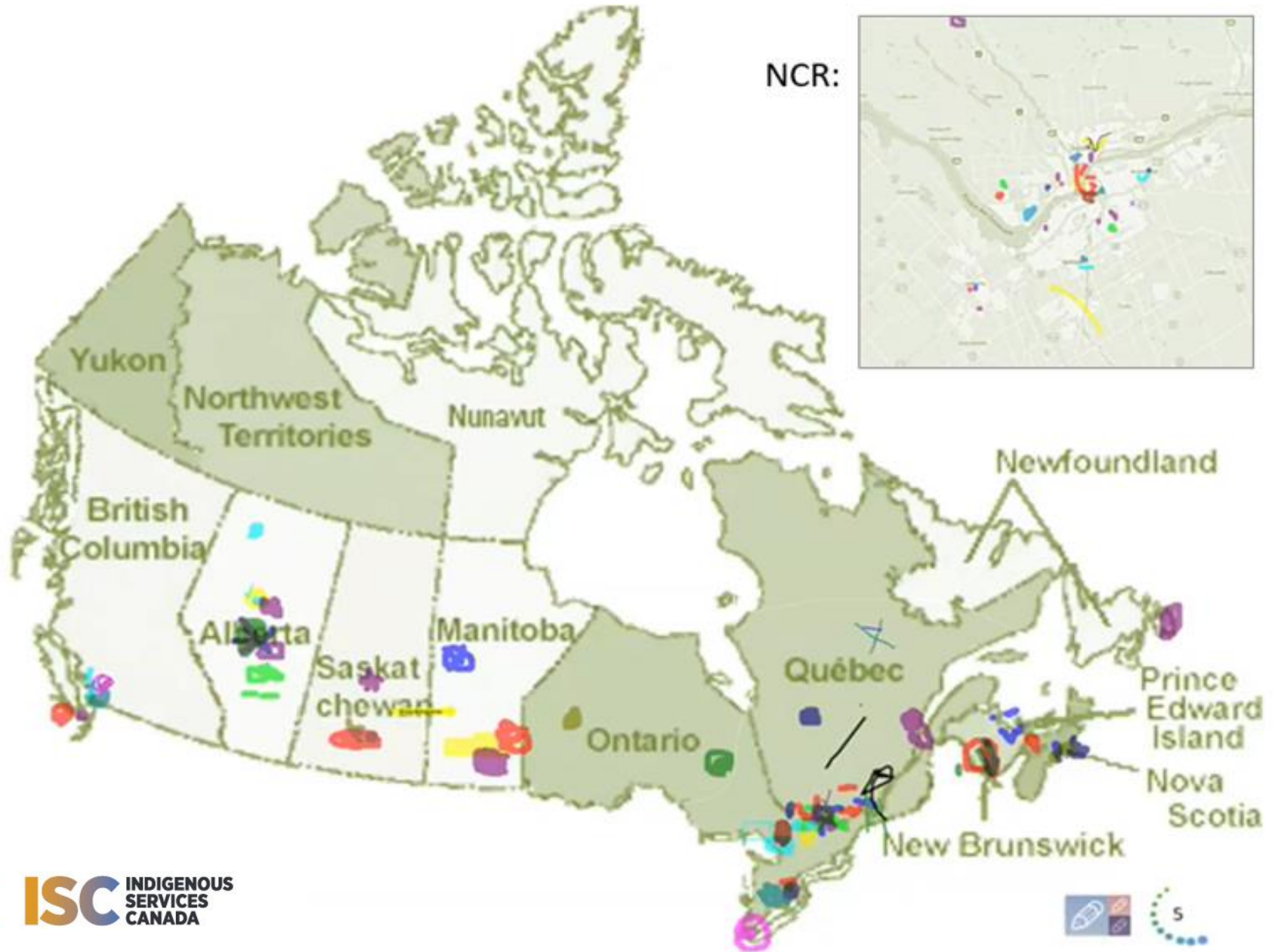
“Individuals with higher mindfulness have greater resilience, thereby increasing their life satisfaction.” - sciencedirect

Highlights of the MCLD

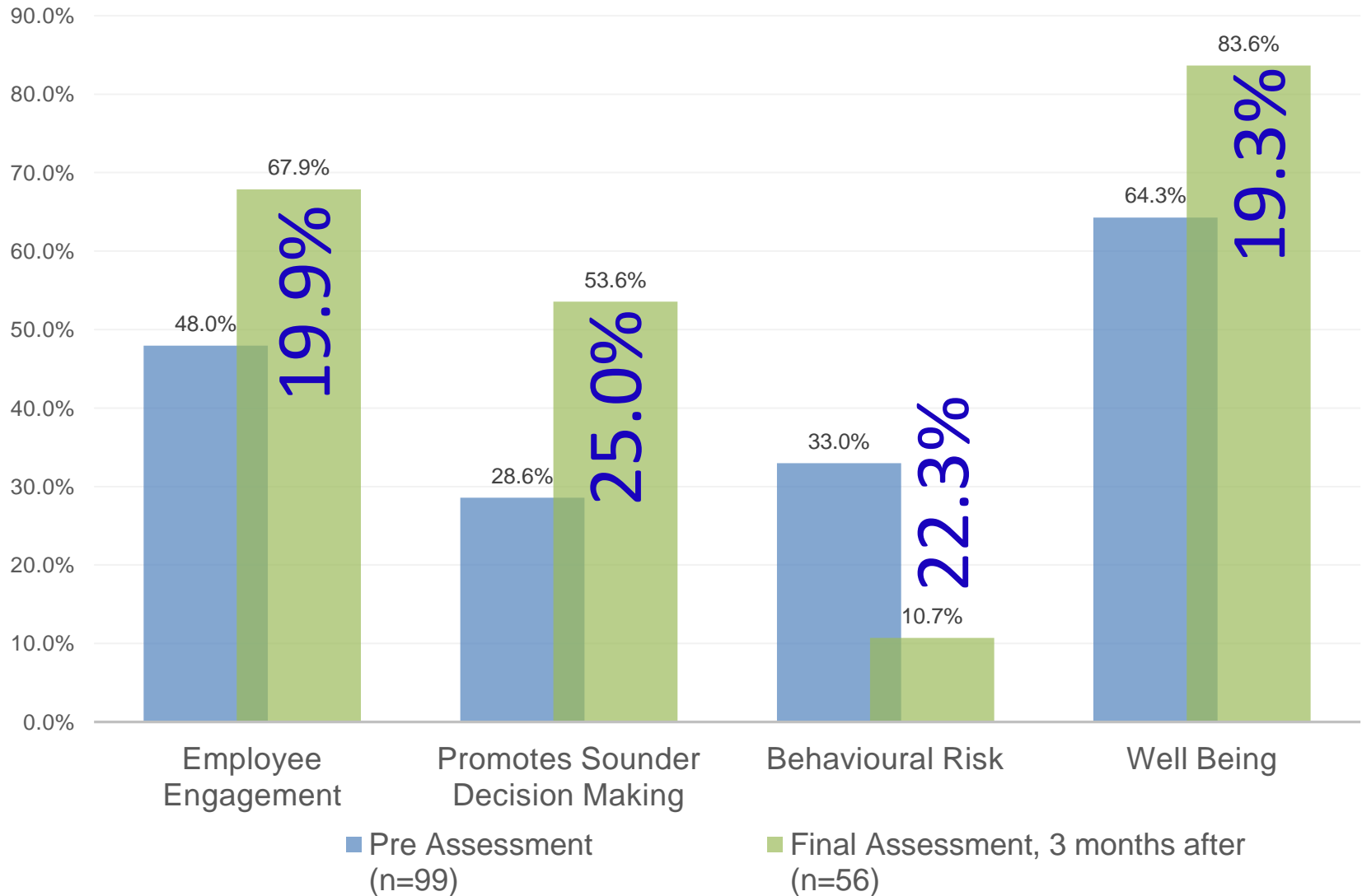


- ✓ Program delivered, once a week, from April to June 2021
- ✓ Invitation went to ISC, CIRNAC and then to all GOC departments
- ✓ 99 Pre-assessments received
- ✓ 68 Participants completed the program from across Canada

Map of Participation, MCLD first session



MCLD, Key Findings



MCLD, 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?

Being in the moment
Assertiveness
Relaxing
Harmony
Connection
mindfulnessbreathing
awareness
Reflection
Spiritual power
Focus
Patience
Gratitude
journaling
Clarity
calm
Presence
compassion
breath
Peace
Self-Compassion
Kindness
meditation
listening
Assertive
centered breathing
POSITIVITY



MCLD, Next Steps (not necessary in order)



- ✓ Translate materials to French.
- ✓ Deliver the program in English while mentoring 12 of the graduates who expressed interest in co-deliver sessions (7 English; 5 Bilingual).
- ✓ Co-deliver the program in French.
- ✓ Create monthly session, using an adaptation of the current program.
- ✓ Offer a weekly open session, to support the practice.
 - ✓ In collaboration with BC Wellness, we now offer weekly Mindfulness sessions to employees, thus people are able to sustain the practice.
- ✓ Another English offering, likely April 21 to June 9, 2022.

What's Needed For Success?



- ✓ Voluntary Participation
- ✓ Support from Management