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News Events Partnerships

Leadership Of Self - An
Introduction To
Mindfulness & Inner
Resilience For New
Modes Of Working

Webinar

Tuesday 15 Sep 2020

*“Knowing yourself is the
beginning of all wisdom.”*

~Aristotle





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A Word From Today's Chairman



**Professor Michael
Mainelli**

Executive Chairman

Z/Yen Group



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Agenda



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- 16:00 – 16:05 Chairman's Introduction
- 16:05 – 16:30 Keynote Address – Anuka Gazara-Anthony & Toby Corballis
- 16:30 – 16:45 Questions & Answers



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News **E**vents **P**artnerships

**Leadership Of Self - An
Introduction To
Mindfulness & Inner
Resilience For New
Modes Of Working**



**Anuka Gazara-
Anthony**

Search Inside Yourself
Leadership Institute



Toby Corballis

Managing Director
StoryPositive Limited

Building resilience within leadership and teams

The intersection of neuroscience, mindfulness, and emotional intelligence in building resilience in a pandemic

Presenters: Anuka Gazara-Anthony and Toby Corballis

Sept 2020



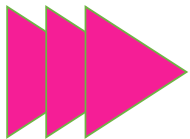
Who we are



Anuka Gazara-Anthony

>20 years experience of mindfulness practice

>10 years HR & Programme Management



Founder of Janu Joyful Services

Advisor to Government and International Organizations,
incl. United Nations & International Labour Organization.



Masters: School of Oriental and African Studies
Post-Grad Org. Leadership



Toby Corballis

Organisational Change Expert

Host: Wicked Problems Podcast



Author: Digital Leadership Delivered (Leanpub)



Five start-ups;
2 failed, 3 successful



Post-Grad Org. Leadership
Qualified Kanban Management Professional



Wicked Problems PODCAST



Once fell 300m off a mountain – very dramatic. The mountain survived

Poll time

What percentage of time per day does the average person's mind wander?

1. 2%
2. 10%
3. 25%
4. 47%
5. 70+%

Why now?



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Volatile



Uncertain



Complex



Ambiguous



The problem of problems

1. Critical

Fais le maintenant

Must solve now

No time to think or plan

2. Tame

Déjà vu

Seen before

Maybe complex, but solution known

3. Wicked

Vu jàdé

Never seen before

May be contextual

Sit between & across departments

Hidden impacts

Appear intractable

No obvious stopping condition

Source:

Rittel, H.W.J. and Webber, M.M. (1973) 'Dilemmas in a general theory of planning', *Policy Sciences*, 4(2), pp. 155–169. doi: 10.1007/bf01405730

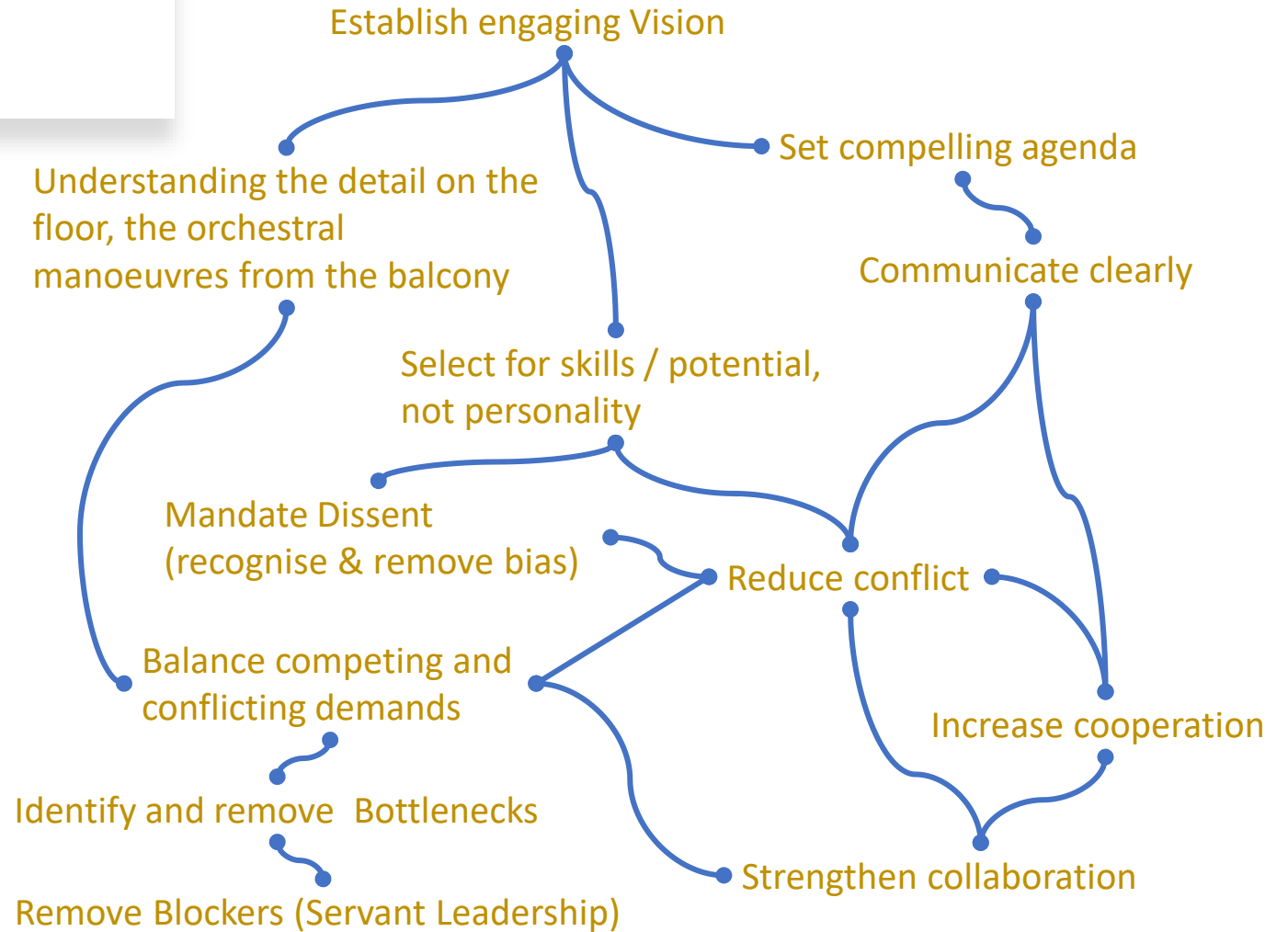
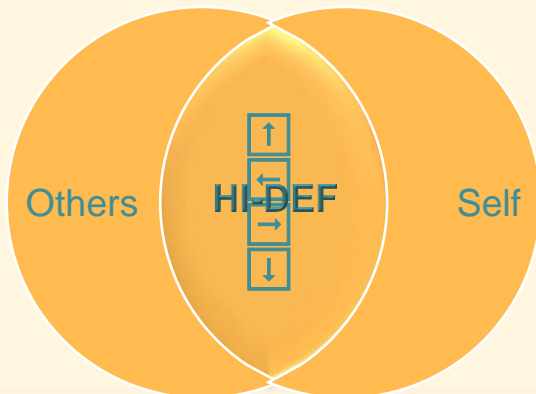
Grint, K. (2005) 'Problems, problems, problems: The social construction of "leadership"', *Human Relations*, 58(11), pp. 1467–1494. doi: 10.1177/0018726705061314

Leadership – What is it?

Leadership is HI-DEF, when leaders act with:

- **H**onesty
- **I**ntegrity
- **D**ecency
- **E**thics
- **F**airness

Towards teams, colleagues, clients, competitors, AND self



Leadership vs Management

Management	Leadership
Planning	Direction finding
Budgeting	Alignment
Organising	Motivation
Staffing	Inspiration
Measuring	Mobilisation for opportunity
Problem Solving	Removing obstacles / overcoming barriers
Doing <i>the already known</i> exceptionally well to produce consistent results	Agility and innovation for a prosperous future

Adapted from:
 Kotter, J. and Rathgeber, H., 2016, p143. *That's not how we do it down here!: a story about how organizations rise and fall - and can rise again.* Great Britain: Portfolio Penguin.

Leadership vs Management

Leadership

(from executives, management, and employees)

Innovative, Adaptive, and Energetic BUT Chaotic	Well run AND Innovative, adaptive, and energetic
Rigid, inflexible AND doomed	Well run BUT Bureaucratic, unable to change quickly

0

Management

++

(from executives, management, and employees)

Management without Leadership is futile, doomed to failure. We need the right mix of both. This holds whether from executives, management, employees OR internally as an individual

Graphic adapted from:
 Kotter, J. and Rathgeber, H., 2016, p147. *That's not how we do it down here!: a story about how organizations rise and fall - and can rise again.*
 Great Britain: Portfolio Penguin.

Leadership now

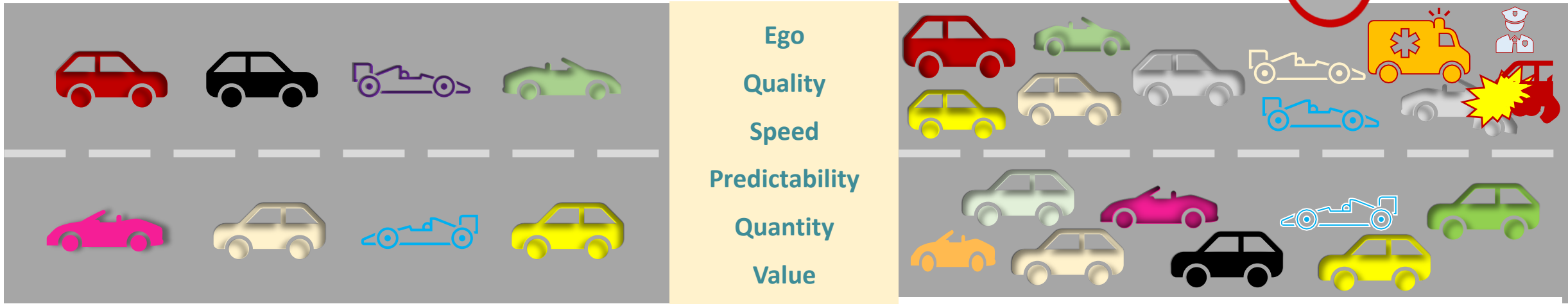
Challenge: Walk the Covid19 tightrope

Level: Easy! 1 person per rope / don't look down.

Reality: Everyone on same rope
All looked down at once



Danger of Imbalance

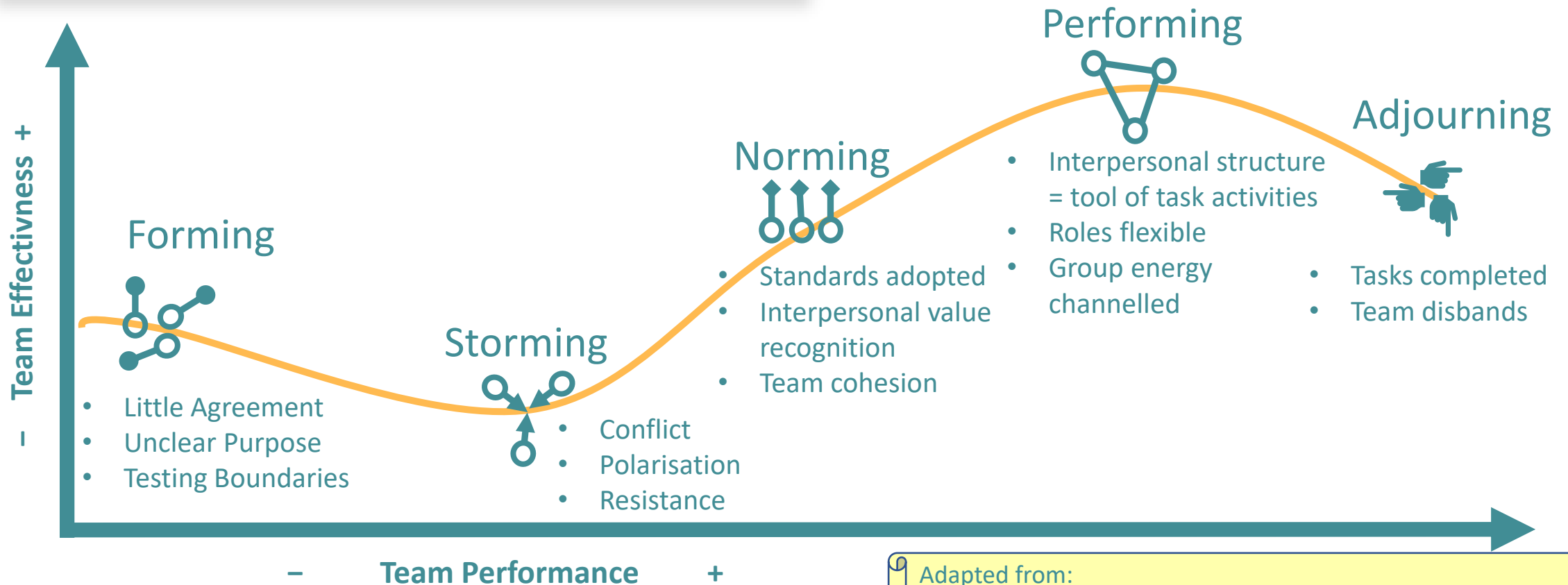


When the variables are balanced, the system **flows** and the team is resilient; the trend continues



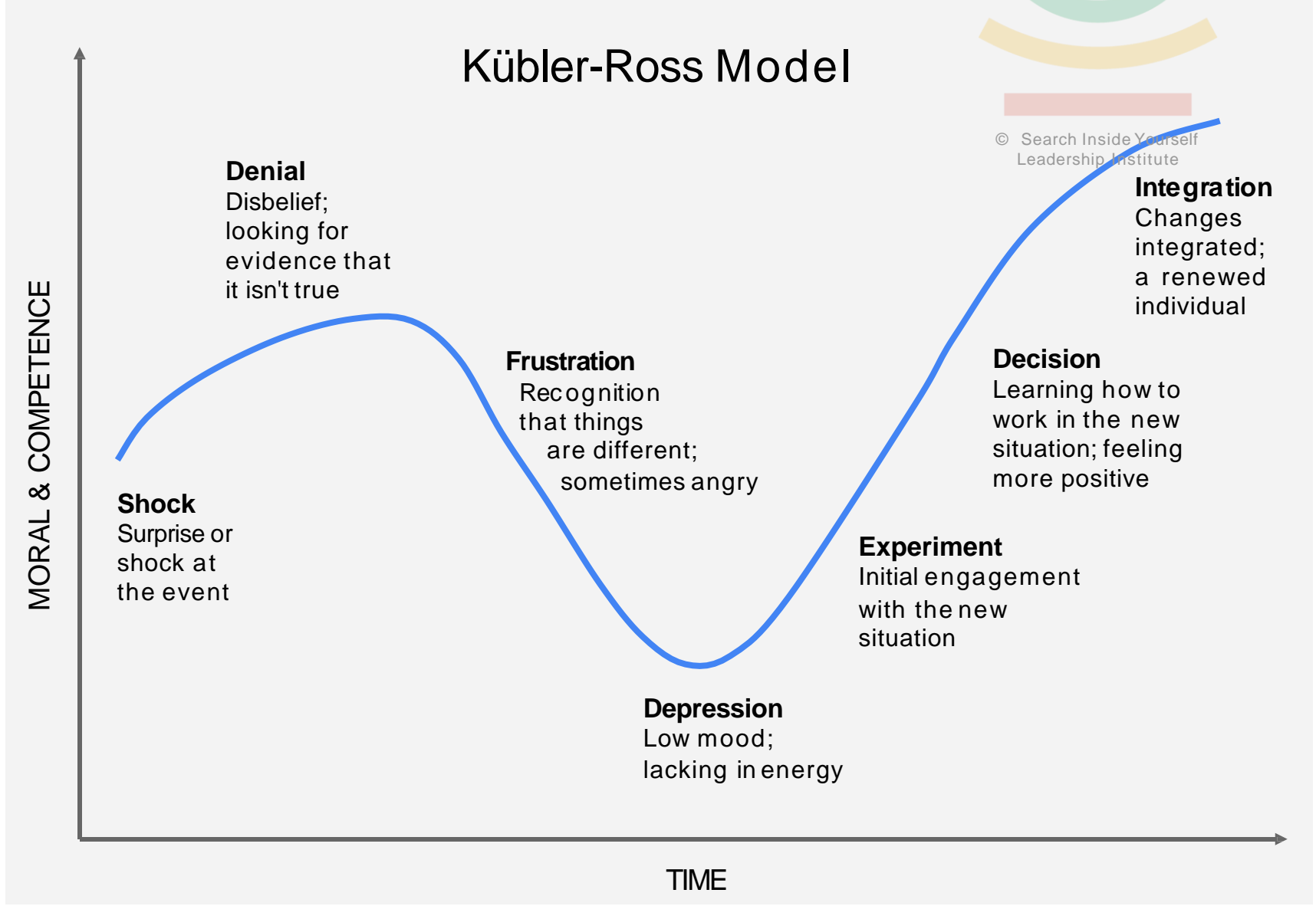
When there's an imbalance, problems occur such as burn out, lower quality, unpredictable load, general slowdown, lower value, etc. at a personal and team level. **Flow** decreases.

The Tuckman Model (Teams)



Adapted from:
 Tuckman, B. (1965) 'Developmental sequence in small groups',
 Psychological Bulletin, 63(6), pp. 388 - 399

Emotional Response to Change



Nothing is so
painful to the
human mind as a
great and sudden
change.

Mary Shelley



Result =
“Autopilot”

Autopilot Traits

- Attention is in the past or future
- Distracted
- Less aware
- Act based on habit patterns and assumptions



“Between stimulus
and response,
there is a space.
In that space is our
power to choose
our response.
In our response
lies our growth and
our freedom.”

Viktor Frankl's teachings,
summarized by Steven Covey.

Mindfulness

"Being Aware"



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“Mindfulness means paying attention to what’s happening in the present

moment

in the mind, body and external environment,

with an attitude of curiosity and kindness.”



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Stop

Take a breath

Observe

Proceed



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Three Center Check-in



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Micropractice

Three Center Check-in



1st Breath: Notice your Body



2nd Breath: Notice your Feelings



3rd Breath: Notice your Thoughts

Poll time (again)

What percentage of time per day does the average person's mind wander?

1. 2%
2. 10%
3. 25%
4. 47%
5. 70+%

Three vertical yellow bars of varying heights on the left side of the slide.

Answer time

47%

Average time spent
Mind-wandering

70%

Leaders report regularly unable
to be attentive in meetings

02%

Regularly make time to enhance
personal productivity

Thank You

Anuka Gazara-Anthony
info@janujoyfulservices.com

www.janujoyfulservices.com

anukagazara-
anthonyleadershipandmindfulness



Toby Corballis
tc@storypositive.com



www.storypositive.com



tobycorballis



 **Wicked Problems** PODCAST

www.wickedproblems.fm



<https://leanpub.com/digitaldelivered>

QUESTIONS & DISCUSSION, ANSWERS?



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- 17 September 2020 (12:00) [Employment-Related Securities: The Complexity Unravelled Into Practical Application](#)
- 21 September 2020 (16:00) [The Right Balance? Using A Quantum Annealing Computer For Your Portfolio](#)
- 24 September 2020 (10:00) [Greening The Future; What Financial Markets Can Do To Help](#)

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