Why and how does mindfulness as a foundational resource for resiliency & change improve outcomes?

**Implementing Mindfulness at Savings Bank NASPA**

- **Strong Improvements in KPIs**
  - 2 courses planned
  - 10 courses offered

**Engagement**

- Mindfulness
  - Overall
  - Thriving
  - Resilience

**Flourishing**

- Looking beyond agile methods
  - Agile Mindsets for Agile Work
    - Problem solving, and leadership styles helps organizations...
  - Diversity must become an imperative...
  - Greater Collective Intelligence
    - By tests developed by the MIT Center for Collective Intelligence.

**Wellbeing**

- Improved Employee Wellbeing
  - 5.8% HSBC Navigator Report 2020
  - Emotional Wellbeing
    - +9% Overall
    - +11% Engagement
    - +17% Resilience

- Better coping with transformation stress
  - HSBC Navigator Report 2020

**Cultural Transformation**

- What creates sustainable transformation and, as a result, new patterns of behavior.

**Mindset-Change for Transformation in Finance**

- High-impact interventions which help individuals and organizations...

- Why and how does mindfulness affect culture and conduct?

- Self-Compassion
  - Non-Judgement =
  - To make mistakes / acknowledging weakness & opportunities...

- Moritz Römer,
  - ..."It is normal to talk about one's own mistakes, ..."

- Group of Thirty
  - A risk culture can be described by the behavioral patterns...

- Head of Human Resources Development
  - Alexandra von Dziegielewski,
  - ...that managers' openness for new things also increased.

- The accuracy of a team's agreed on estimates of quantities for diverse questions.

- Judgement: & quantity) while minimizing input (cost & time).

- Accuracy of meeting tight constraints in a creative task as a team.

- Collaborating well can consider the balance of competing perspectives in problem solving.

- Metacognition: estimating how well one is doing, evaluating one's effectiveness, and using this information to adapt.

- Collective Intelligence: by tests developed by the MIT Center for Collective Intelligence.

- Meta-awareness (E.g. "Am I/are we still on task?)

- ‘I’ thinking involves acting out inner experiences through novel curiosity & interest.

- ‘We’ thinking involves refraining from automatically reacting. Repeated choice creates inner acceptance and calm into communication.

**Building an Ecosystem of Mindfulness**

- When more people accept and practice mindfulness, their benefits can become a part of company culture.

- Build an ecosystem of mindfulness – When more people accept and practice mindfulness, their benefits can become a part of company culture.

- Get the whole team on board - Collaborating well can consider the balance of competing perspectives in problem solving.

- Train the leaders in mindfulness - And establish a shared energy and momentum.

- Who are the people experienced in and passionate about mindfulness? They can be a source of...