

Becoming a mindful organization

My experience

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Financial industry

- Lack of trust
- Increased regulation
- Corporate governance code
- Compliance
- Ban on commission
- Longevity (life expectance)
- Extremely low intrest

Generali Netherlands

- Generali Group: Italian mother
- Critical regulators
- Significant overhead
- Massive competition



Mindful leadership

- Work-life balance
- More effective and efficient

- Board members and managers
- Program of 6 workshops
- Outside the office





Commitment

- ▶ Practice mindfulness every day for 10 minutes
- ▶ Be open
- ▶ Be present

Kick-off questions:

- How are you feeling?
- What keeps you away from being here 100%?
- What is your intention for today?



Mindful leadership program

- Science based
 - Corporate world related
 - Very practical
 - Mental techniques:
Patience, Kindness, Beginner's mind, Creativity
 - Mindful meeting and emailing
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- How much time do you spend daily on your digital devices?

Mindfulness practice

- At the office
- From 12.45h until 13h
- Boardroom Rome
- Eyes closed
- Focus on breathing
- 10 minutes mindfulness



Next phase: Becoming a mindful organization

- ▶ 2015-2017
4 board members
13 managers
60 employees
- ▶ Collective language
- ▶ Shared principles and values
- ▶ Less stress
- ▶ More focus



Difficult times

- Reorganization
- Be kind and patient

- Sold by Generali Group
- Complaining and cynicism

- How can we mindful deal with this situation?





Suggestions for implementation

- ▶ People who are open
- ▶ If possible go out of the office
- ▶ Practice together
- ▶ Be patient
- ▶ Support each other

- ▶ Laugh!

Benefits

- Awareness
- Choose our behavior
- Respect and kindness
- Listen and be patient
- Leading from the heart

- Express myself
- Healthy and happy





Questions?

➡ Thank you!