
Mindful Management in HR

Caring Leadership Begins With Self Care

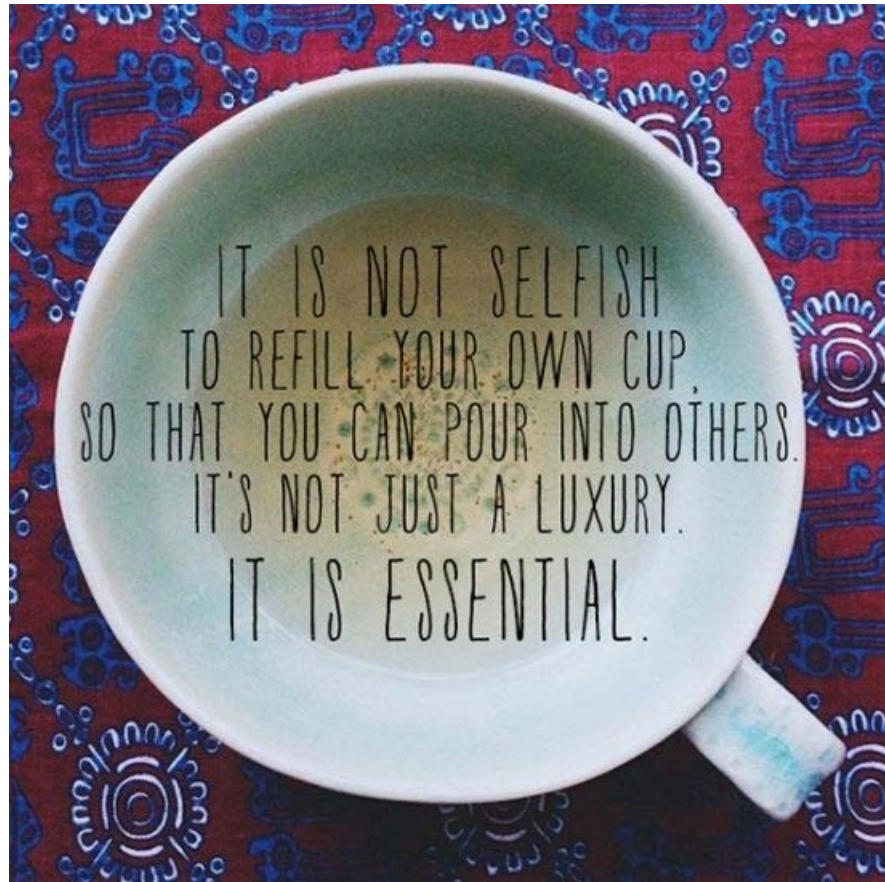
— Nicole C. Baldwin, Esq.
Danielle Brescia, SHRM-CP —

“We have simply accepted over extension as a way of life”

- Emma Seppala, Science Director at Stanford

Where are we heading?

1. It starts with you
2. The impacts of stress
3. Strategies for stress reduction from HR outward
4. The WHY - How you and the organization will benefit!



IT IS NOT SELFISH
TO REFILL YOUR OWN CUP,
SO THAT YOU CAN POUR INTO OTHERS.
IT'S NOT JUST A LUXURY.
IT IS ESSENTIAL.

The Impact of Stress

- Stress damages: **health, relationships, and effectiveness at work**
- Over long periods stress harms: **memory, creativity, problem solving, and decision making**
- Evidence shows that **chronic stress makes people bad leaders**

Exercise 1

Identify the top 3 daily stressors in your life



Ways to Identify Stress & Burnout

The Red Flags

- Feeling emotionally drained and mentally unwell
- Nausea or constantly fighting illnesses such as head colds
- Unable to sleep
- Feeling alienated by colleagues
- Feeling constantly underappreciated or ostracized
- “Phoning it in”

Open door policy?



How Costly is Stress?

- Annual stress-related health care costs for employers = \$300 billion!
- Lack of engagement costs the US economy over \$450 billion a year
 - 50% of employees are unengaged
 - 20% of employees are actively disengaged, meaning very unhappy at work

So, you're stressed... Now what!?

The solution... Self Care!



How to create and sustain self care

- Leading by Example - Fill your cup!
- Mindfulness Practices - For you and your organization

Leading by Example - Fill Your Cup!

**Be the kind
of leader
that you
would
follow.**



Benefits: Credibility, Influence & Empowerment

“Leaders can effectively **translate intention into reality** by **acting on the concepts and messages they teach** and the things they say to those around them. Leadership is about **actively demonstrating your belief**, not just talking about it. People who say one thing but do another eventually lose credibility.”

- Chron

Mindfulness



Mindfulness

“When you are mindful you become keenly aware of yourself and your surroundings, but you **simply observe these things as they are**. You are aware of your own thoughts and feelings, but you **do not react to them** in the way that you would if you were on "autopilot". By **not labeling or judging the events and circumstances** taking place around you, you are freed from your normal tendency to react to them.”

- Forbes

Keep it Bite-Sized! - Exercise 2

1. Communication
2. Drawing boundaries (Saying no is okay!)
3. Taking ownership
4. Being authentic
5. Recognition and reward efforts
6. Resources and partners for HR & employees
7. Practicing gratitude
8. Use (appropriate) humor :)



Doing the Work = Massive Payoff



Engagement, Productivity & Retention

Mindfulness enhances emotional intelligence, notably self-awareness and the capacity to manage distressing emotions. It also delivers these measurable benefits:

- Reduced stress
- Lower blood pressure
- Improved memory
- Less depression and anxiety

Check out the Competition



- Apple
- Google
- McKinsey & Company
- Deutsche Bank
- Procter & Gamble
- Astra Zeneca
- General Mills
- Aetna

“

When we strive
to become better than
we are, everything
around us becomes
better, too.

”

Paulo Coelho
#WISEWORDS



Sources & Resources

- The New York Times, "[How to Recognize Burnout Before You're Burned Out](#)" (Sept. 5, 2017), referencing pioneering research Dr. Christina Maslach's study of burnout which began in the 1970s.
- "[A Guide to Mindfulness at Work](#)" Forbes, Drew Hansen
- "[The Importance of Leading by Example](#)" Chron, Chris Newton
- For all statistical references in this presentation (unless otherwise indicated) are from studies cited in the 2016 book "The Happiness Track" by Stanford research director Emma Seppala, Ph.D.

Nicole C. Baldwin, Esq.

ncb law, apc

nicole@ncblawapc.com

619- 512- 6341

Danielle Brescia, SHRM-CP

Cloudbeds

danielle.m.brescia@gmail.com

805- 400- 7255