

**Pragya's
Mindfulness @ Work Series**



**THE GIFT OF
MINDFUL FEEDBACK**



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Living Wisdom Centre

Objective

1. Intention

Share the Purpose

2. Emotional Empowerment

Be aware and deal with emotional charge safely

3. Body Language and Voice

Understand the play of mirror neurons

4. Empathy

Engage in deep listening

5. Fallout

Prepare for consequences

Pre and Post assessment

Program Objective

Honestly and compassionately assert to others what we think and believe, regardless of how uncomfortable a conversation may be through -

Experiential learning: give and receive authentic feedback with clarity and compassion

Mindful Transformation



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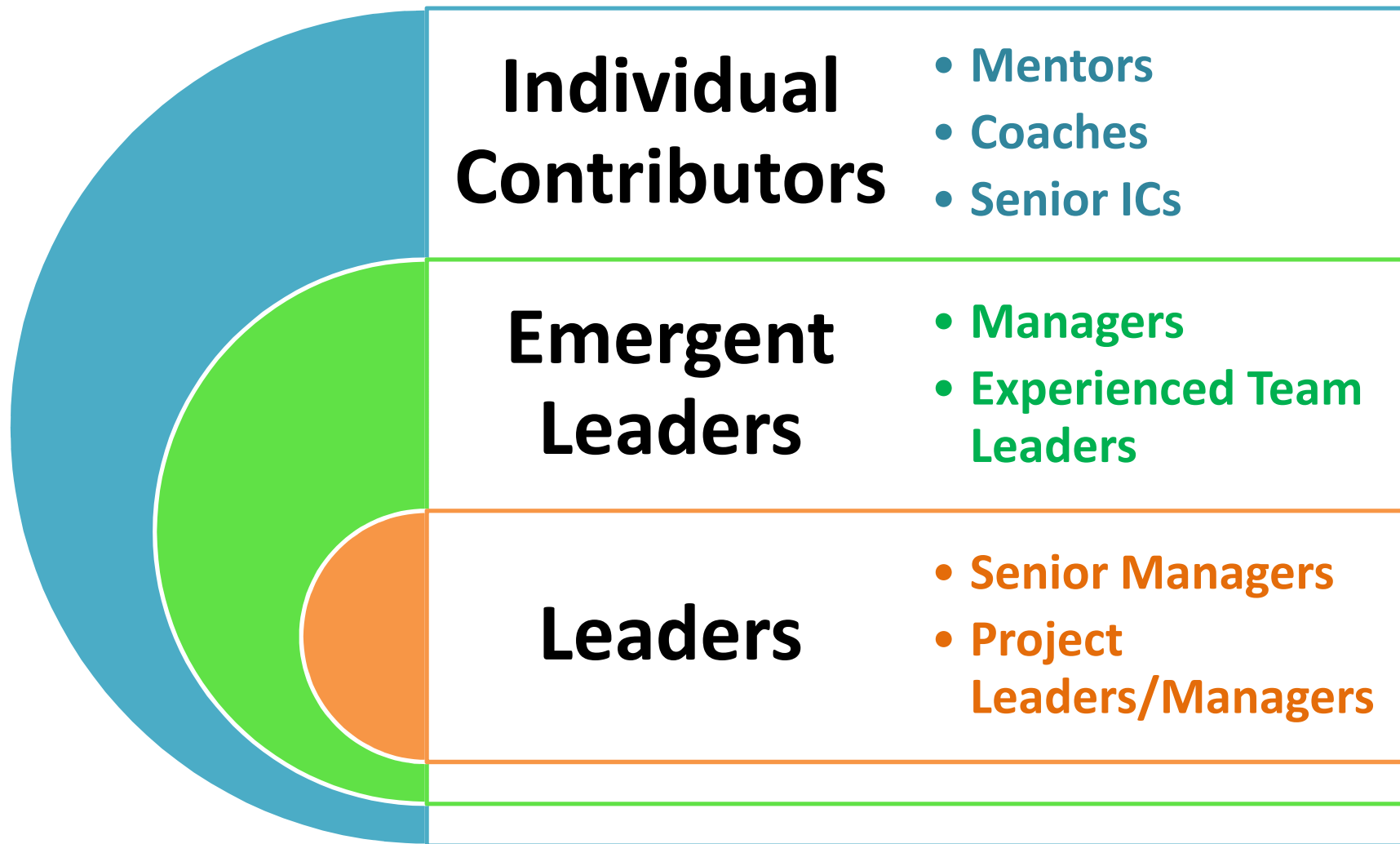
From conventional attitudes and beliefs on feedback based on fear and resistance

To acknowledging that feedback is a gift we share that can uplift the recipient and the giver.

Feedback is neither Good nor Bad. It JUST IS!



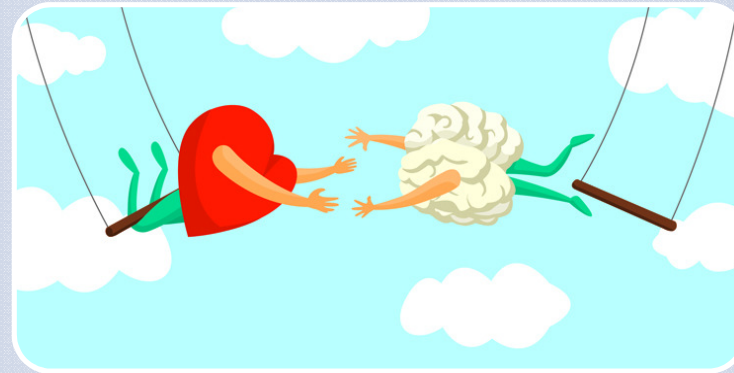
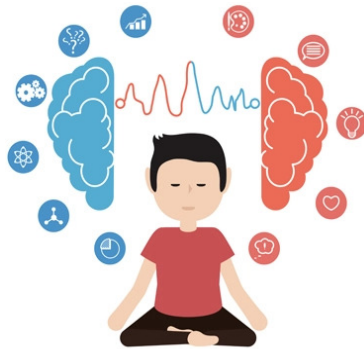
Participant Profile



Mindfulness at Work



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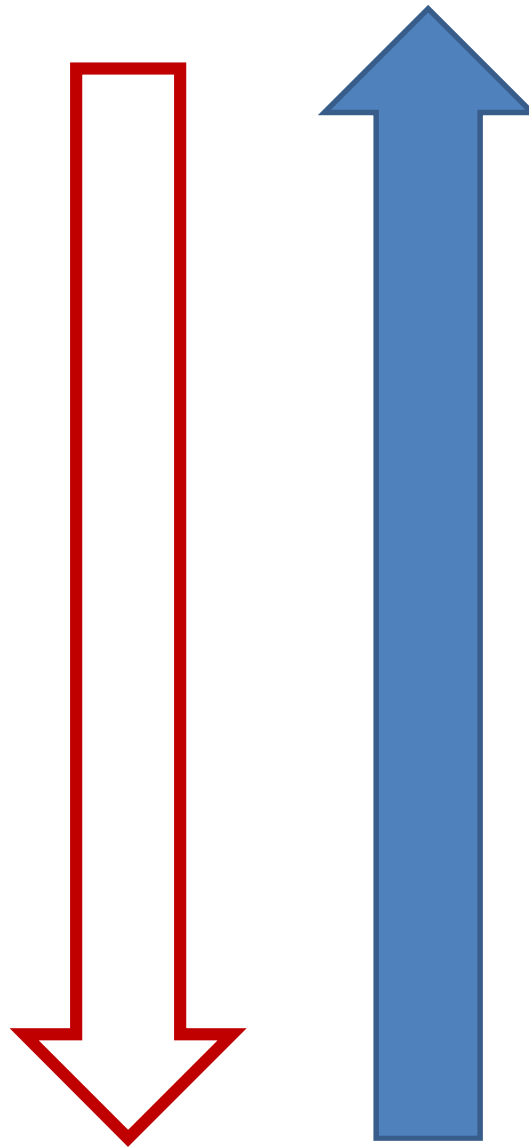
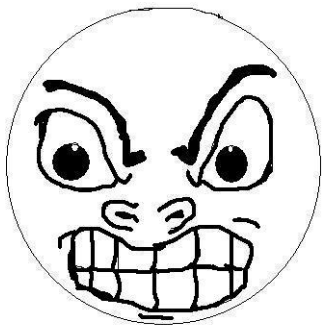
Mindfulness is gaining momentum in the business world with advances in neuroscience research.

MNCs like *Google, HP, Xerox* and *Cisco* as well as *universities* world over have successfully implemented Mindfulness programs to boost *learning, productivity, and emotional and physical wellbeing.*

Knowing the **benefits**, and practising and implementing Mindfulness at the workplace are *two different things.*

Our *endeavour* at Pragya is to support the *practice of mindfulness at work and in life.*

Being judgmental, leads to conflicts



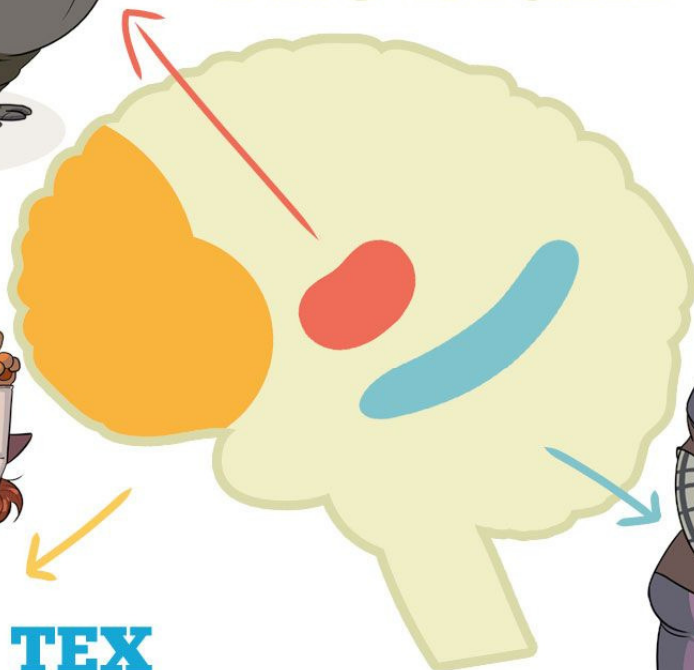
- ✓ Be observant: suspend judgment
- ✓ Be specific: give evidence
- ✓ Empower team member to act
- ✓ Aim for win-win
- ✓ Build lasting relationships
- ✓ Align personal goals with team and organizational goals

The gift of mindful feedback



AMY
aka Amygdala
The Jumpy Superhero

The brain



TEX
aka Pre-Frontal Cortex
The Smart Sheriff



HIPPO
aka Hippocampus
The Librarian

Neuroscience & Feedback

Becoming Better or Bitter!



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Everyone hates performance review, regardless of whether they are on the giving or receiving end.

Research states,

'The human brain is a social organ. Its physiological and neurological reactions are directly and profoundly shaped by social interaction. This presents enormous challenges to managers. Although a job is often regarded as a purely economic transaction, the brain experiences the workplace, first and foremost as a social system. Most people who work in companies learn to rationalize or temper their reactions; they "suck it up," as the common parlance puts it. But they also limit their commitment and engagement. They become purely transactional employees, reluctant to give more of themselves to the company because social context stands in the way.'

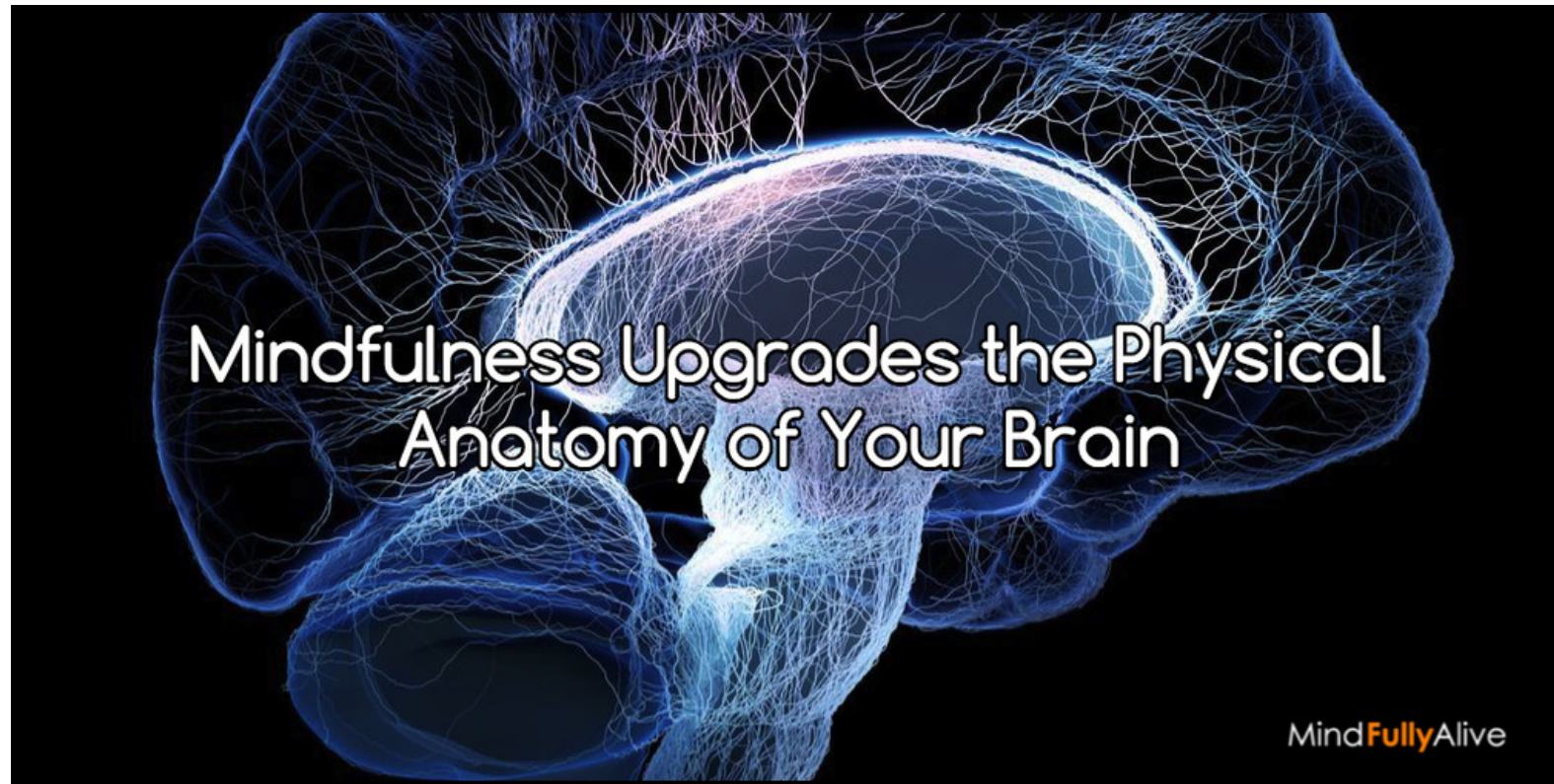


David Rock, Co-founder and CEO
NeuroLeadership Institute

Mindfulness e|evates ownership



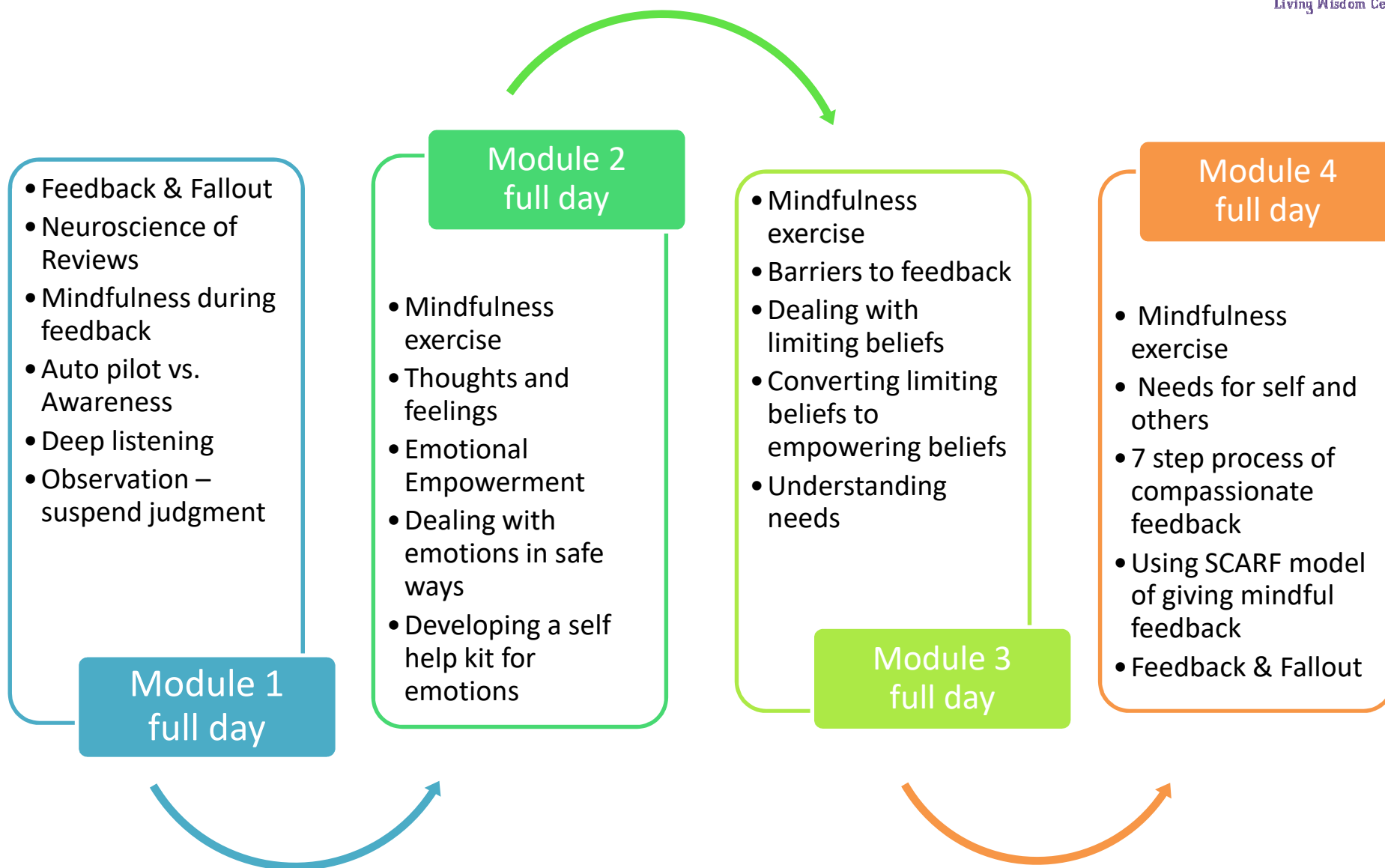
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Increases accountability by directing crucial brain parts from **'auto pilot defensive mode'** to **'rest and digest mode'**.

Program Coverage

each module: experiential and transformational

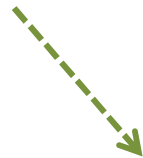


Our Approach



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**Customization
and Launch**



**Pre work
Optional**

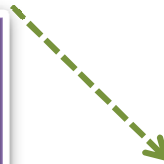
Experiential Learning

Prework, Post work as well as the exercises and activities in the workshop will allow participants to work with real time examples and receive individualized feedback e.g. role play

Extended Approach

Critical behaviors and skills in giving and receiving feedback mindfully are covered in the 4 full day experiential workshops: half day theory and half day practice in each module.

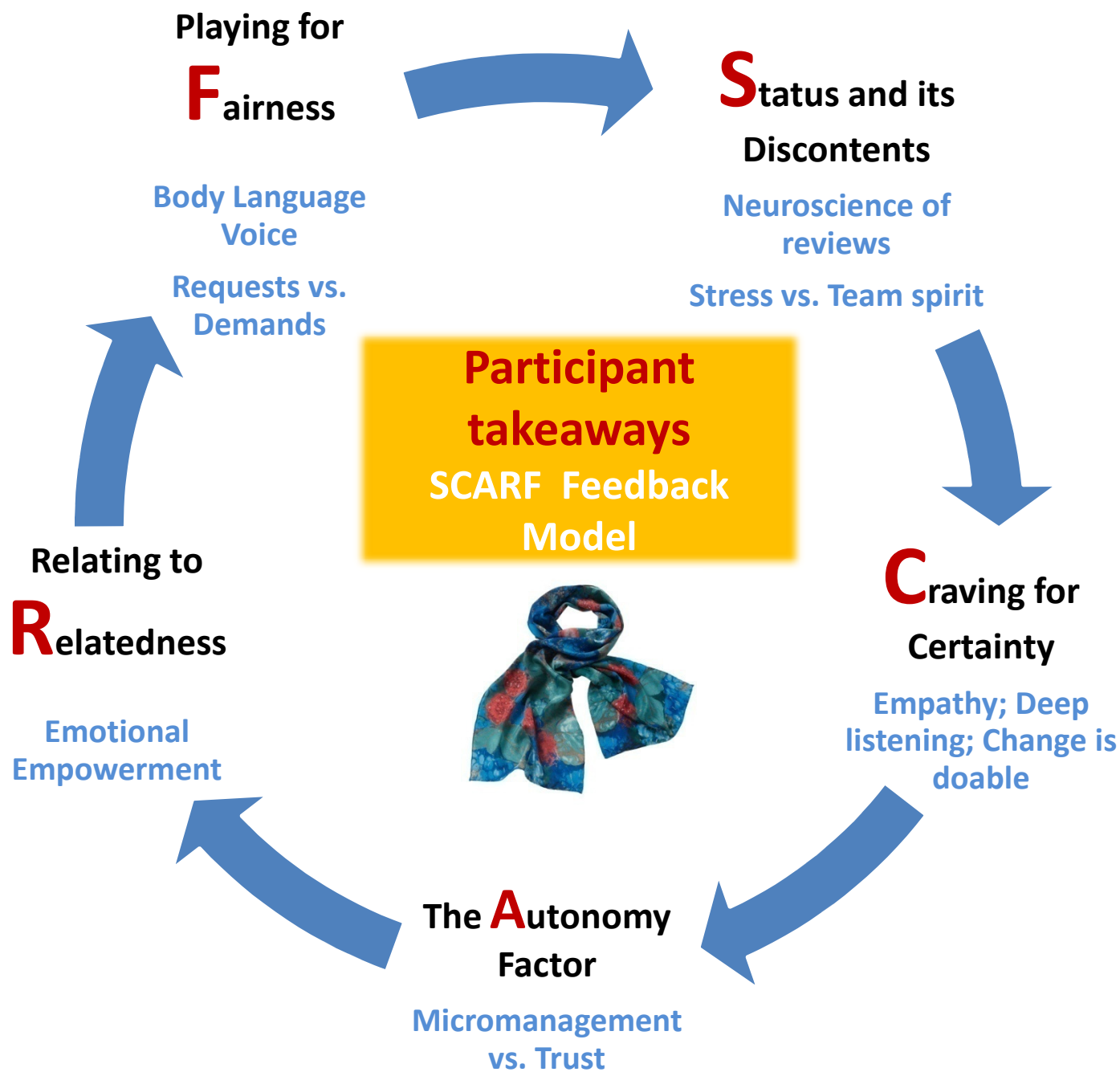
A space of 7-10 days is allowed between the Prework/Postwork/Workshop to support participants to practise skills and action learning at work.



Experiential Workshop



**Post Work
Optional**



We are associated with



Mercedes-Benz



Microsoft



Neona



tre

Tejasvita Trust



uniphore



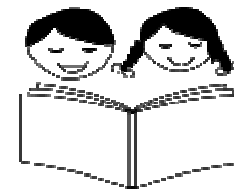
Nutrition Society of India

CITRIX

CHIREC[®]
INTERNATIONAL SCHOOL
IB | CAMBRIDGE | CBSE



Capital OneSM



Asha for Education
Bringing hope through education

Code^gps

Manhattan
Associates[®]



Endorsement



Dr. A. Sundaravalli, Convenor, Nutrition Society of India, Bangalore Chapter; HOD & Associate Professor, Department of Home Science, Mount Carmel College, Autonomous

The *Mindful Eating Workshop* organized by the Nutrition Society of India and the Department of Food & Nutrition and Research, aimed to uplift the mind, body and soul through mindful eating. It started with the importance of self-awareness through a simple mindfulness meditation. This enhanced deeply our ability to listen to both the body, and the commands of mind while eating rather than be driven by the tongue.

The students and professionals – professors, research scientists - of *Nutrition and Dietetics* will now be able to practice the insights of the workshop, on themselves as well as their clients, as food is the best medicine, and eating mindfully aids it better.

Ms. Kapila Ramakrishnan and Ms Veda Mohan from Pragya Living Wisdom Centre made us to walk through the sessions with activities specially designed support each individual develop the practice of eating mindfully in their daily life. I would greatly recommend this workshop to everyone, as eating mindfully can influence our health and wellbeing, especially *people who have a busy life*.

I greatly appreciate their team work and wish all the best to make many more lives become mindful while eating. This will ensure a better tomorrow not just for the individuals and their families but the whole country and the world.

Endorsement



Urvashi Singh, Manager Learning & Development, Cyient

I have known and worked with the **Pragya** team members for a long time now. While at Cyient, we have worked on Communication related programs and also forayed into the area of Diversity and Inclusion.

During my journey, not only did I find the **Pragya** Team very knowledgeable and skillful but also very genuine. Their understanding of what organizations/ teams and even individuals require runs deep through their collective experience and study in both life skills and organizational skills. They are aware of the latest trends in learning activities and also adapt to the new methodologies basis what will work for the organizations keeping in mind the challenges.

Their programs are designed to help individuals improve even whilst being trained in a group. They have time and again gone out of the way to ensure customer satisfaction and made a difference.

Thank you Veda, Kapila and Neetu for the support. It's always lovely to work with you'll.

Endorsement



Ratheesh Nair, Principal Engineer, Dell-EMC

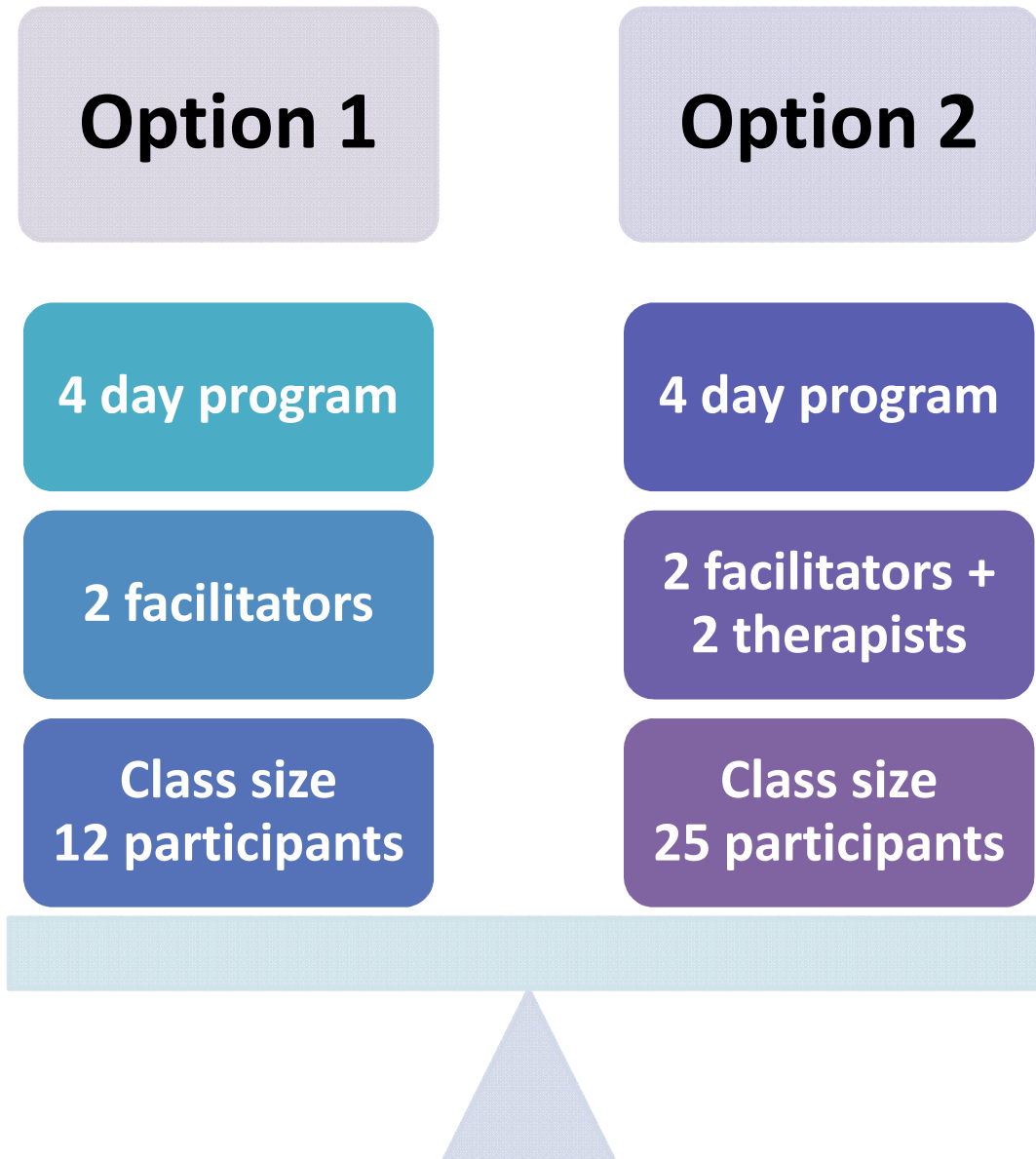
I was amazed by Veda's clinical approach to analyze each of her students, spend time with them before teaching what needs to be taught. Veda's skills in deep learning about the student is brilliant and I was no exception in sharing my vulnerable side like others. I had a disturbed childhood, which teacher will spend her efforts to uncover that and show me the path to overcome that!

Veda went beyond the limits of a Trainer, spent time with me to understand my problems. She suggested proven and simple techniques to improve my thought process and groom positiveness inside me. This was an amazing experience: I have never interacted this deep with any of my teachers. I always wondered why Veda would take pains to listen to other's tensions/difficulties, but she was always there for each one of us. And we were 50 members across 8 batches. She has done this, I hear, year after year for every batch since 2012.

I learnt that style without substance is entertainment, style with substance is impressive and thought-provoking. Veda taught me skills, style, helped me develop self-belief and confidence, and set me on the right path. I am improving day by day.

Thanks Veda, you are a great teacher, I loved your classes.

Program delivery – 2 options



Let the journey begin



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Conscious Living: the daily work of making incremental self improvements, despite the many forces working against us.

- Greg Brandes

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