

MINDFULNESS – IS IT A THING?

Welcome, say HI in the chat if you like!
PLEASE MUTE YOUR MIKE AND
SWITCH ON YOUR CAMERA IF YOU CAN!
AUDIO TROUBLE? DROP OUT AND LOG BACK IN,
OR DISCONNECT FROM DOCKING STATION



vba



SKILL-BASED MONDAYS – THE STORY SO FAR

2020

10 May	Learn Anything, Anytime, Anywhere with MOOCs
17 May	The Pursuit of Happiness at Work
26 May	Decision Making: Biases and Traps
8 June	Influencing Skills: Using different styles
15 June	Advanced Negotiations
22 June	Unconscious Bias in Organizations: Awareness and Impact
29 June	High Impact (Virtual) Presentations made simple
7 September	Assertiveness: stand your ground instead of being submissive or aggressive
5 October	Decision making: Biases and Traps
2 November	What's Your Story? Exploring the magic of storytelling
7 December	Networking – how to break the ice and feel comfortable with strangers

SKILL-BASED MONDAYS – THE STORY SO FAR

2021

11 January	Real-Time Resilience
8 February	Growth Mindset and Grit
8 March	Understanding Personality Types – MBTI
12 April	Healthy conflict
17 May	Emotions at work
7 June	Giving and Receiving Feedback
20 September	Real Work in Virtual Teams
11 October :	Meetings should be painless
8 November	Recruitment Interviews
6 December	Healthy Habits

SKILL-BASED MONDAYS – WHAT’S NEXT ?

2022

Monday 24 Jan **Coaching Skills**

This session enables you to

1. Setup a coaching relationship and agree goals
2. Use powerful questions and listening skills
3. Explore options and give advice

And we will give you a chance to try some of this out with each other during the session !

Monday 21 March **Advanced Negotiations**

This session summarizes advice from some of the leading experts on negotiation and improves participants’ ability to:

1. Adopt a winning mindset
2. Build rapport with the other side
3. Ask the right kind of questions and make constructive proposals

Also, you will buy or sell a used car live in the session ! (don’t worry, it’s just a simulation...)

Monday 9 May **Mindfulness – Is it a thing?**

This session aims to:

1. Demystify mindfulness by explaining what it is and what it isn’t
2. Provide an overview of basic mindfulness techniques
3. Show you how you can personally benefit from mindfulness

Plus, we will practice what we preach by trying out a few mindfulness exercises during our time together.

*Different format:
Fewer sessions, but 90 minutes
to allow more interactivity.*

OBJECTIVES

This session aims to:

1. Demystify mindfulness by explaining what it is and what it isn't
2. Provide an overview of basic mindfulness techniques
3. Show you how you can personally benefit from mindfulness

AGENDA

1. Myths and FAQs
2. Try this and see what happens
3. Research and applications
4. Mindfulness for busy people
5. Where to go for more and what to do next.

CHRISTOPH LEMKE

LEARNING & TALENT PROFESSIONAL
WITH 25 YEARS OF EXPERIENCE IN INDUSTRY, ACADEMIA AND CONSULTING



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born in 1967
Nationality : German
married, 2 children
Languages spoken:
English, German, French,
plus some Luxembourgish,
Estonian and Spanish

Vice President Learning & Engagement at SES, a provider of reliable and secure satellite and ground communications solutions

Areas of expertise

Talent Management
Performance management
Knowledge management and organizational learning
Organizational development and change management
Executive development, management training, coaching, mentoring
High-performance culture and teams
Positive Psychology, Resilience and Growth Mindset

Communication skills / People skills / “Soft skills”
Training process, planning and administration
Lean Six Sigma and project management
High Potential programmes
Training design & delivery and training of trainers
Learning metrics and evaluations, ROI
E-learning, blended learning, gamification

Short Biography

As Vice President Talent Management and Learning & Development at SES here in Luxembourg, I ensure that SES employees all over the world have easy access to high-impact training and development tools, and have the opportunity to keep learning and make progress throughout their career.

Prior to joining SES in March 2013, I was 7 years with PriceWaterhouseCoopers Luxembourg, designing and organizing training seminars for PwC clients in Luxembourg on a wide variety of topics. Before that, I worked 6 years for Goodyear in Luxembourg as a Training Manager, responsible among other things for learning and change management in the European Research Center. However, my first full-time job was with a major Business School in the Baltics, first as lecturer, then as head of the language department, and finally also as Head of Organizational Development. So my work has always been about learning, teaching, and change - in very different settings, on a variety of topics, and with very different target groups.

I have had the chance to live and work in four different countries - Germany, the US, Estonia and Luxembourg – and enjoy the international environment that Luxembourg offers, both in terms of language mix and diversity of nationalities. On a volunteer basis, I am active as a board member for the CFA Society Luxembourg, promoting professional and ethical standards in the financial sector.

Education

1996-1998 Master of Business Administration (MBA)

Focus on Human Resources Management, Management techniques, Micro and Macro Economics

1989-1995 MA in Political Science, State Certificate in Public Education

MA thesis on leadership education in developing countries. Teacher certificate for public schools



PwC's Academy



MYTHS ABOUT MINDFULNESS

- Mindfulness is religious / semi-religious
- Mindfulness requires lots of free time
- Mindfulness is just a fancy form of meditation
- Mindfulness reduces drive and energy
- Mindfulness is anti-capitalist / leftist / weird
- Mindfulness is a form of narcissism
- ... what else ?

FAQS ABOUT MINDFULNESS

- Do I need to take time off or go into a cloister?
- Do I need to find a guru or master?
- Is it a philosophy, or a theory, or what?
- What is the purpose of mindfulness?
- Where does it come from originally?
- Why has it become so popular?

MARK WILLIAMS DEFINES MINDFULNESS

Mindfulness means paying **attention**, on **purpose**, in the present **moment** and **non-judgmentally** to whatever arises in the field of your **experience**.

Mindfulness means knowing directly what is going on inside and outside ourselves, moment by moment. It teaches one to **embrace** and **understand** each passing moment with **warmth, care, and curiosity**.

AGENDA

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2. Try this and see what happens
3. Research and applications
4. Mindfulness for busy people
5. Where to go for more and what to do next.

[HTTPS://GGIA.BERKELEY.EDU/PRACTICE/MINDFUL_BREATHING](https://ggia.berkeley.edu/practice/mindful_breathing)

- Please find a relaxed, comfortable position. You could be seated on a chair or on the floor on a cushion. Try to keep your back upright, but not too tight. Hands resting wherever they're comfortable. Close your eyes.
- Notice and invite your body to relax. Let yourself relax and become curious about your body seated here—the sensations it experiences, the touch, the connection with the floor or the chair. Do your best to relax any areas of tightness or tension. Breathe.
- Tune into the rhythm of your breath. You can feel the natural flow of breath—in, out. You don't need to do anything to your breath. Not long, not short, but natural. Notice where you feel your breath in your body. It might be in your abdomen. It may be in your chest or throat or in your nostrils. See if you can feel the sensations of breath, one breath at a time. When one breath ends, the next breath begins.
- Now as you do this, you might notice that your mind may start to wander. You may start thinking about other things. If this happens, it is not a problem. It's very natural. Try to notice that your mind has wandered. You can say “thinking” or “wandering” in your head softly. And then gently redirect your attention right back to the breathing.
- Stay here and give this a bit of time. Notice your breath, in silence. From time to time, you'll get lost in thought, then return to your breath.
- After a few minutes, once again notice your body, your whole body, seated here. Slowly come back to this session. Open your eyes. Thank you.

A PRACTICE, NOT A THEORY !

- What did you notice ?
- What was easy? What was hard ?
- What are the traps and difficulties with this simple exercise ?

“Mindfulness can be explained and discussed at an intellectual level, but you have to try and experience it to understand and appreciate it.”

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Jon Kabat-Zinn

In 1979, Jon Kabat-Zinn founded the Mindfulness Based Stress Reduction (MBSR) programme at the University of Massachusetts to treat the chronically ill. This was the spark for the application of mindfulness to treat a variety of conditions.

MBSR and similar programmes are now used in schools, prisons, hospitals, work places and other environments.

University of Oxford study 2013

- A research study published by the University of Oxford in November 2013 examined the effects of an on-line course in mindfulness on the 273 people who had completed it, and showed that on average, after 1 month, they enjoyed:
 - a 58% reduction in anxiety levels
 - a 57% reduction in depression
 - a 40% reduction in stress.

Cleveland Clinic **study**

Ample evidence in support of the many benefits of mindfulness, including

- Optimization of mental health.
- Positive impact on the brain and immune system.
- Help with chronic pain.
- Help overcome insomnia.
- Help with caregiver burnout healthcare providers may face.

Christopher Liddy / Darren Good

Examined over 4,000 scientific papers on varying degrees of mindfulness. The results of the study, *Contemplating Mindfulness at Work*, were then published in the *Journal of Management*. Conclusions:

- Mindfulness positively impacts human functioning.
- Mindfulness can help improve the quality of attention.
- Mindfulness, even though it is an internal quality, can impact interpersonal behavior.
- Mindfulness can help provide greater empathy and compassion.

[HTTPS://GGIA.BERKELEY.EDU/PRACTICE/BODY_SCAN_MEDITATION](https://GGIA.BERKELEY.EDU/PRACTICE/BODY_SCAN_MEDITATION)

- Begin by bringing your attention to your environment, slowly looking around and noticing that you are safe in this moment.
- Bring your attention into your body.
- You can close your eyes if that's comfortable for you or maintain a soft gaze, with your eyes partially closed but not focusing on anything in particular.
- You can notice your body seated wherever you're seated, feeling the support of the chair or the floor beneath you.
- Take a few deep, long breaths, within the range of what is comfortable for you.
- And as you take a deep breath, bring in more oxygen, enlivening the body. And as you exhale, you might experience a sense of relaxing more deeply.
- You can notice your feet on the floor, notice the sensations of your feet touching the floor. The weight and pressure, vibration, heat.
- You can notice your legs against the chair, pressure, pulsing, heaviness, lightness.
- Notice your back against the chair, supporting you. If you are not able to notice sensations in all areas of the body, that is OK. We are more connected to certain areas of the body than others, at different times of the day.
- Bring your attention into your stomach area. If your stomach is tense or tight, can you allow it to soften? Take a breath.
- Notice your hands. Are your hands tense or tight? See if you can allow them to soften.
- Notice your arms. Feel any sensation in your arms. Do your best to allow your shoulders to be soft.
- Notice your neck and throat. Try to allow them be soft. See if you can invite a sense of relaxation in.
- Try to soften your jaw. Do your best to allow your face and facial muscles to be soft.

Then notice your whole body present. Take one more breath.

- Be aware of your whole body as best you can. Take a breath. Slowly open up the eyes, without focusing on anything in particular. Allow the head and neck to gently rotate, taking in the space you are in. When you feel ready, you can return to your normal gaze.

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MINDFULNESS FOR BUSY PEOPLE

- Breathing
- Waking Up
- Body Scan
- Mindful Walking
- Mindful Eating
- Yoga
- Daily Practices (brushing teeth, shower...)
- Mindful Conversations
- Mindful Driving
- Falling Asleep

**YOU DO HAVE TIME FOR THIS –
In fact, you have all day, every day!**

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WHERE TO GO FOR MORE

1. <https://positivepsychology.com/category/mindfulness>
2. <https://ggia.berkeley.edu/#filters=mindfulness>
3. [Mindfulness with Jon Kabat-Zinn google talk](#)

Mindfulness

Here you'll find articles on mindfulness research and the effectiveness of the Mindfulness X protocol, redirecting your attention to the current moment.



Mindful Photography: 11 Tools to Get Started With This Powerful Practice

by Jeremy Sutton, Ph.D. 0 01-02-2021

Click. One, two, three, four... Click. The waterfall's movement was caught in a long-exposure photograph, its flow over those seconds held on one frame of the film. Photography offers a fascinating opportunity to capture moments mindfully, on an analog SLR camera using film or digitally. Art has long been recognized [...]



What Is Mindful Breathing? Exercises, Scripts, and Videos

by Linet Amalie, Ph.D. 1 15-08-2020

Setting aside a few minutes for mindful breathing can make a big difference to your day. Mindful breathing is an important way to establish a routine and become comfortable with the practice. What's important is practice. It's a tool you can use to bring yourself back to the present moment [...]

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- Coaching & Application (58)
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Basin Meditation Cultivate mindfulness, reduce stress, and enjoy everyday pleasures. Casual ★★★★★	How Would You Treat a Friend? Build resilience by changing the way you respond to challenges. Casual ★★★★★	Common Humanity Meditation Build compassion and interconnection by seeing your similarities with others. Casual ★★★★★	Body Scan Meditation Feeling tense? Feel your body relax as you try this practice. Moderate ★★★★★
Mindful Breathing A way to build resilience to stress, anxiety, and anger. Casual ★★★★★	Loving-Kindness Meditation Strengthen feelings of kindness and connection toward others. Moderate ★★★★★	Savoring Walk How a stroll outside can help build lasting happiness. Moderate ★★★★★	Walking Meditation Turn an everyday action into a tool for mindfulness and stress reduction. Casual ★★★★★
Compassion Meditation Strengthen feelings of concern for the suffering of others. Moderate ★★★★★	Self-Compassion Break A healthier way to deal with stressful situations. Casual ★★★★★		

REMEMBER ANYTHING ?

QUESTION:

**How will you bring mindfulness into
your crazy busy life ?**

Thank you for your interest and your time.

Best wishes for your journey !

Christoph Lemke
CFA Society Luxembourg

Take care!



**CFA Society
Luxembourg**

