What is Mindfulness?

Deliberate attention

Awareness

Without judgement or perceptions

Being open and present – nothing else
How?

Informal practice
- Just breathe
- Clear your mind
- Recall and focus

Formal practice
- Meditation
Let’s try it!

- Sit comfortably
- Rest hands on lap
- Close eyes
- Clear your mind
- Focus on your breath
- Don’t follow thoughts
- If distracted or your mind wonders – gently come back to the breath
Agile Mindset

attitude and approach to work collaborative, adaptable, open to change, value focused continuous learning and growth.
Mindful Agile Leadership

Mindfullness

complete awareness
non-judgmental objectivity
deliberate observation
openness to whatever unfolds in the present.
Servant Leadership

- service to others
- development of others
- empowering teams
- sharing power
- enabling performance
Leadership Challenges

Our greatest glory is not in never falling, but in rising every time we fall.

Confucius
- Recognise
- Allow
- Investigate
- Nurture
- After the RAIN
# RAIN Exercise Instructions

## STEP 1 - The leadership challenge (2 mins - speaker talks, listener is silent)

**Speaker:** Talk about your leadership challenge. Use the present tense and speak about it as you experience it right now in this moment. You don’t need to explain the background or context - talk about what makes this hard and how it makes you feel. Notice any physical sensations that arise as you speak.

**Listener:** Maintain eye contact and focus your full attention on the speaker. Listen simply to be with your partner. Notice any physical sensations that arise as you listen, or thoughts that distract you. Silence is OK – if you feel words are needed, ask “What else would you like to say about that?”

## STEP 2 - RAIN (guided - both silent)

** Speaker:** Reflect mindfully on your leadership challenge using the steps below.

**Listener:** Reflect mindfully on your reactions to hearing about your partner’s challenge.

### R = Recognise what is happening
- What’s happening in your body right now - what physical sensations do you notice? What emotions are present?
- If you notice thoughts, try to notice them without getting caught in them.

### A = Allow the experience to be there, just as it is
- Can you allow those sensations, emotions and thoughts to be there without trying to fix or avoid anything?

### I = Investigate with interest and care
- Be curious and kind about your experience. What might you be believing about yourself? What might you be believing about other people? What do these feelings want from you? How are they pulling you away from your own wish to live values of servant leadership? How are they pulling you into trying to control, to fix, to make others be different?

### N = Nurture with self-compassion
- What do you need from yourself now? Reassurance? Forgiveness? Companionship? Try putting your hand on your heart and offering yourself kindness: “It’s OK”, or “I consent”, or “I love you”.

## STEP 3 - Pair debrief (2 mins - speaker and listener talk)

**Speaker:** If you respond to your challenge from your wisest self without suppressing or reacting to your thoughts and feelings, what will you do?

**Listener:** If you respond to what you’ve heard without trying to advise or sympathise, or question or fix your partner, what will you do?

**Speaker:** Share your experience of going through the RAIN steps with your partner. What did you notice? What do you notice now? What have you learned about your leadership challenge? What was it like to have your partner as a silent witness?

**Listener:** (Focus on your own experience, not your partner’s challenge) Share your experience of silent listening and going through the RAIN steps yourself. What did you notice? What do you notice now? What have you learned about what happens for you when you listen to someone else talk about a challenge?
Table Discussion
Elements of Mindful Success

Objective
what you want to achieve

Success
what you achieve

Action
what you do

Choice
how you think and act

Mindfulness
how aware you are

Attention
what you notice

Awareness influences choices

Attention impacts awareness

Objectives drive attention

Actions lead to success

Choices determine right actions;
The Mindful Agile Leader

Team & stakeholder interactions – be present & listen fully

Problem resolution – real understanding and empathy

Decision making – clarity and learning

Meetings and workshops – openness and concentration

Focus & flow – get stuff done
References

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- Time to Think – Nancy Kline
THANK YOU

Geof Ellingham
geof@agilebusiness.org

Kathy G. Berkidge
kathy@mindatworkconsulting.com.au