



CORPORATE *Soul*

By Jivi Cheema

founder

Winds of Change

"Passionate and Persuasive"

Jivi's approach to Mindfulness introduces simple yet profound changes that impact the workplace & everyday life

Founder's Message



You are about to begin the inner journey of rediscovering yourself within the team dynamic. It is often said, "there is no 'I' in team." However, in my experience there can be no team without nurturing the "I."

With this book, I have endeavoured to combine ancient wisdom with modern business practices. Through Mindfulness techniques, we learn about listening, emotional control, questioning, information processing, and action for

change. All these are critical aspects of a high performance team. By practicing Mindfulness, people grow as a whole, becoming more engaged with their families and communities. It is a simple practice that profoundly impacts every aspect of our lives.

We invite you to join us in our mission of creating healthy and sustainable workplaces full of happy, balanced team members.



Foreward:

A note from Julie G. Davenport MA

Clinical Informatics Project Lead
Practice Support & Quality

How does one have a successful and rewarding career when performance and the possibility for advancement is based on results and desired outcomes? It seems counterintuitive to desire Mindfulness (acceptance, emotional attention, and present focus) when you are asked to adopt a vision or direction that contradicts your own values.

It was only after meeting Jivi Cheema and experiencing the positive impact of Mindfulness firsthand that I realized why corporate soul is such an essential element in the workplace. Under her tutelage, I was able to find deeper meaning in my work, resulting in greater productivity and job satisfaction.

Consequently, I encourage you to take this first step towards Mindfulness by completing this workbook. It is a great step for those hesitant or skeptical about the philosophy—and a solid reinforcement for those who already understand its value. Indeed, you will not regret the time spent here. It will inspire you to learn more about corporate soul and how this simple yet profound technique is transforming workplaces around the world.



The How-To Guide to Corporate Soul

Your journey begins here...


Think of corporate soul as your immortal business legacy. You may be wondering what that means or how it is possible. When did the words corporate and soul ever belong together?

It is understandable that when you head to work, you may leave a part of yourself—your soul—at home. At the very least, you probably feel inclined to diminish its relevance in order to survive in the business world. Indeed, you will often be called upon to make important and difficult decisions that seem counterintuitive to your values, yet are necessary for your organization to survive and prosper.

There is another way, one which is being enthusiastically embraced by major corporations around the world. Major news

outlets such as *The Economist*¹ have discussed how corporate giants like Google and eBay are incorporating practices like mindfulness and meditation into the workplace in order to cultivate happier, more productive team members.

In *Corporate Soul, Winds of Change* has pioneered a step-by-step model to integrate soul back into the workplace. This model combines Maslow's Hierarchy with Natalie Southgate's Chakradance, and Ramana Maharishi's Self Inquiry Process. As you progress through this interactive workbook, you will glean valuable insights about your leadership style and become a more mindful leader. This is where corporate soul begins.



Our workbook will guide you through seven concepts that will help to empower you and everyone around you:

Self Contentment
Self Change
Self Value
Self Awareness
Self Expression
Self Guidance
Self Realization

As you read through, remember to keep a notebook on hand and record your discoveries. Be creative and have fun. Use colour, words, doodles, and drawings to express your feelings. After all, you are about to bring soul back into the workplace, and that is something to celebrate.

1 "The Mindfulness Business," *The Economist*, November 16, 2013. <http://www.economist.com/news/business/21589841-western-capitalism-looking-inspiration-eastern-mysticism-mindfulness-business>

The Mindfulness Evolution Model

A soulful company is born from its leadership. It begins with the desire not to be perceived as a thing—and to recognize and distinguish the individual personalities that make up your team. It is often easy to recognize symptoms such as dwindling employee morale, lack of internal vitality, and disengagement, but where do you go once you've identified the problem?

The way forward is Mindfulness.

It is only natural that a company will carry the unique imprint of its leader, including his or her distinctive traits, personality, and relations with the public. Therefore, this has to be where change starts. The Corporate Mindfulness Model pioneered by Jivi Cheema is the result of combining traditional and ancient philosophies, which borrow from Maslow's Hierarchy, Natalie Southgate's Chakradance, and Ramana Maharishi's Self Inquiry Process. The broad purpose is to outline the steps required to cultivate a corporate soul and build a workplace that empowers individual team members while remaining true to its purpose, vision, and values.

The concepts explored here are broad, a tip of the iceberg introduction that will be expanded upon in the programs and workshops offered by Winds of Change. You are invited to begin your journey page-by-page and step-by-step.



As you explore the seven stages of Corporate Mindfulness, fill in the worksheets to glean useful insights about yourself and your leadership style. This is the first step towards building a Mindful workplace that's full of corporate soul!

Self Contentment

“*We make a living by what we get, but we make a life by what we give.*

-Winston Churchill

At the root of our model is Self Contentment. No stylized logo, vast office space, or state-of-the-art laboratory can change how you feel about your company and personal identity. If you feel insecure or shaky, you will lack the clarity, presence, and centeredness to make sound decisions. Identifying what's essential for you to survive and thrive is what makes it possible to move forward.

As a leader, do you feel your individual team members have the ability to make objective decisions?

Self Contentment Worksheet

Does fear hold you back from moving forward?

Do you feel your work environment is safe and secure?

What gives you the greatest connection to the earth?

When have you felt the most grounded in your work?

Are you in love with the work that you are doing?

What three aspects of your work keep you balanced?

Do you set good boundaries for yourself at work?

What does a good day at work look like for you?

Self Change

“ *In a chronically leaking boat, energy devoted to changing vessels is more productive than energy devoted to patching leaks.*

– Warren Buffett

Adaptability is a key survival trait for any leader. Change is often viewed as a threat, when in fact it's your greatest opportunity. When your values and ideas are driven by a sense of purpose, choosing the right path becomes obvious. You must have enough faith in your own strengths and abilities to move forward and say goodbye when old ideas and models stop being effective.

As a leader, do you feel that all your team members embrace changes that improve the quality of the organization?

Self Change Worksheet

Do you feel bound by someone else's boundaries at work?

Do you give yourself the freedom to be yourself?

How nurturing do you feel towards others? Do you show it at work?

What type of activities give you the most pleasure?

How open are you to change?

What drives your passion at work?

What brilliant gifts do you bring to your organization?

Do you value how you feel and respond accordingly?

How clearly and truthfully can you express your emotions?

Self Value

“Remember always that you not only have the right to be an individual, you have an obligation to be one.

-Eleanor Roosevelt

How would you describe yourself? Are you in charge of your emotions or controlled by them? Worth and self identity have a profound influence on professional conduct. Someone with low self worth may go to great lengths to exert authority, resulting in behaviour that can appear rude or selfish, profoundly impacting your team's dynamic and ability to work together. Healthy self value is born of introspection. It comes from the ability to examine your feelings, understand where they are coming from, and respond without judgment.

As a leader, do you believe the individuals on your team are happy with their jobs?

Self Value Worksheet

Do you stay focused on activities until they are complete?

How active are you at work?

How much time do you devote to conflicts at work?

Do you tend to take risks or play it safe?

How well do you feel you assert yourself?

Do you feel you need to do what others are doing?

Do you use expressive sarcasm to hide your feelings?

Are you in control of your emotions?



Self Awareness

“ *Be who you are and say what you feel, because those who mind don't matter and those who matter don't mind.*

-Dr. Seuss

To be able to cope with everything thrown at you every day—sadness, anger, frustration, or even betrayal—requires a profound understanding of self, and all your hidden triggers and motivators. Developing a clearer picture of how you manage your emotions will change how you give and receive appreciation. This is pivotal to nurturing your team and building a supportive and happy environment.

As a leader, how much time would you estimate that your team spends in conflict?

Self Awareness Worksheet

How often do you take the time appreciate others around you?

Do you hold on to feelings of grief, resentment and anger?

Do you forgive easily?

Do you have a cause you believe in passionately?

What aspects of yourself do you deny?

What more is needed for your brilliance to shine at work?

Are you able to love yourself fully?

How easy is it for you to stand in front of a mirror?

What are some of your self-limiting beliefs?

Self Expression

“ *When words become unclear, I shall focus with photographs. When images become inadequate, I shall be content with silence.*
-Ansel Adams

The ability to organize, plan, and speak will determine your credibility as a leader. When faced with problems that need to be acknowledged and addressed, silence is anything but golden. The ability to freely communicate your thoughts, opinions, desires, and feelings—as well the ability to listen and understand—depends on how you feel about expressing yourself. The ability to speak freely and mindfully is imperative to managing day-to-day tasks and planning for the future.

As a leader, how many creative ideas do you receive from your team members?

Self Expression Worksheet

Do you encourage others to express themselves?

Do you feel others hear and understand you?

Do you have a way to bring up quality improvement ideas?

How well do you listen and understand?

Do you consider yourself creative?

Do you listen to your thoughts and act on your intuition?

Do you keep things to yourself?

Do you easily tune into people around you?

Can you speak freely at work?

Self Guidance

“*You have to leave the city of your comfort and go into the wilderness of your intuition. What you’ll discover will be wonderful. What you’ll discover is yourself.*

-Alan Alda

Being an efficient leader is not about diversions or public posturing. Nor is it playing by the numbers and sticking strictly to business. As a leader, you are first and foremost a human being.

No amount of training or education can substitute for the common sense, intelligence, and experience that is unique to you. Mindfulness means trusting all this—and listening to your gut instinct. This is an important step that simultaneously allows you to avoid costly mistakes and feel a connection to something that is greater than yourself.

As a leader, do you encourage team members who follow their intuition?

Self Guidance Worksheet

Do you have problems focussing on different thoughts or tasks?

Are you aware of what is going on in your work life?

Do you trust your intuition enough to act on it?

How much time do you have for daily reflection and creative thought?

Can you recognize the voice of your consciousness/intuition?

Are you aware of what beliefs guide your decisions?

Is there something else you would rather be doing?

Self Realization

“*The intellect has little to do on the road to discovery. There comes a leap in consciousness, call it intuition or what you will, and the solution comes to you and you don't know why or how.*

-Albert Einstein

The final step in the journey is the ability to practice all that you've learned and use it with faith and trust. By training your mind to remain in the present, you will find it is easier to pay attention, remember, and speak. You will avert potential danger, and connect with your team in a way you could not before. Most importantly, you will be ready to entertain outside-the-box solutions and take advantage when opportunities present themselves.

As a leader, can you come up with a variety of solutions to different problems?

Self Realization Worksheet

Do you believe in a higher power?

What occupies your mind most of the day: positive or negative thoughts?

What kinds of things give your life meaning?

How often do you show gratitude to others?

Do you have a spiritual/religious practice you are committed to doing?

Do you integrate meditation into your work environment?

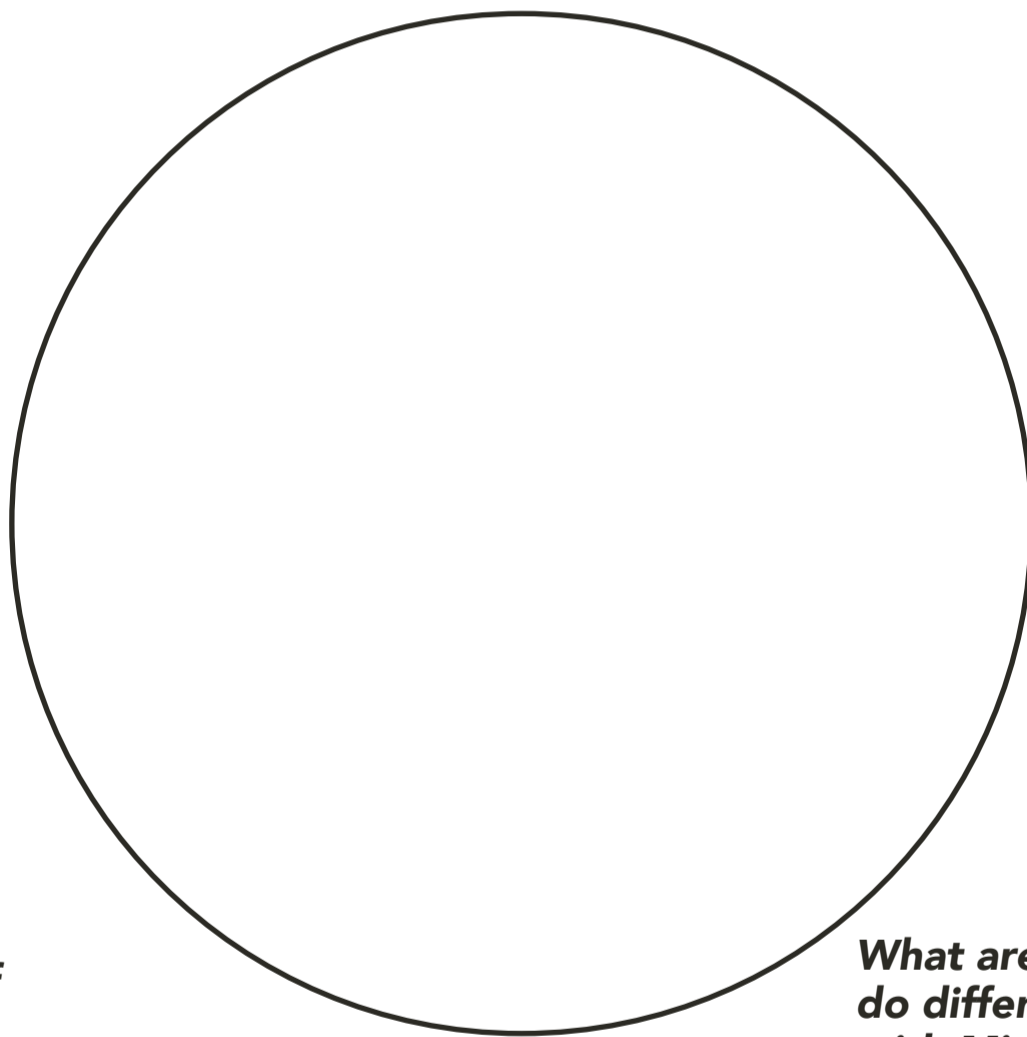


Mandala Worksheet

“My mandalas were cryptograms concerning the state of the self which was presented to me anew each day...I guarded them like precious pearls....It became increasingly plain to me that the mandala is the center. It is the exponent of all paths. It is the path to the center, to individuation.

-Carl Jung

Okay time to have some fun, grab your markers, crayons or oil pastels and let your creativity flow!



What is the name of your Mandala?

What are you going to do differently tomorrow with Mindfulness?

As you look at your Mandala, what feelings come up?

If this Mandala could speak to you, what would it ask you to do?

Discovering YOU Worksheet

What small act of kindness were you once shown that you will never forget?

What is one memory you will cherish forever?

What impact do you want to leave in the world?

What do you love most about yourself?

What would you do differently if you knew nobody would judge you?

Which activities make you lose track of time?

What gets you excited about life?

What events in your life must always be taken seriously?

What gives your life meaning?

The Mindfulness Evolution Model

Where We Are Now:



Conclusion

Congratulations. You have taken your first step towards discovering your corporate soul. As you have probably realized, the key to corporate soul is Mindfulness, in everything you say and do as a leader. By now, through the exercises presented in this book, you will have gained a slightly better understanding of yourself. You will also have gleaned some understanding of the basic concepts behind mindful leadership, which include:

- Listening
- Emotional Management
- The Art of Questioning
- Paraphrasing for Understanding
- Action and Follow Through

Ultimately, corporate soul begins by understanding yourself and those around you, and always practicing truthful and authentic communication.

Upon completing the mandala worksheet, the question to ponder is “what’s next?” You have worked from self contentment to self realization and become a more mindful leader, but what about your team members? For that, Winds of Change offers the Corporate Soul Program. Tied directly to individual performance reviews, Jivi Cheema comes in and delivers four interactive programs on meditation and mindfulness.

Outcomes from working with past clients include:

- Greater satisfaction, positivity, and purpose at work

- Improved communication and teamwork
- Greater clarity, focus, and resilience
- Higher morale and motivation to meet targets
- An enhanced ability to cope with stress and change
- Corporate based mindfulness invigorates organizations through their people.

From one-off workshops to fully integrated and customized strategies, we offer a free consultation session to discuss ideas that address your goals and concerns.

The way forward is at your fingertips. Set up an appointment today by contacting Jivi at

(250) 585-4358 or
info@windsofchange.ca

I would like to acknowledge and express my gratitude to the following people, without whom this book would not have been possible. Even though thank yous fall short, thank you for being you!

Nita Nadoo at Inkykiss Communications,
Aaron Cruikshank at Cruikshank Consulting,
Sigrid Pareja
and Julie Davenport.