

10th Annual

NONPROFIT MANAGEMENT INSTITUTE

Building Resiliency: Yourself, Your Organization, Your Society

SEPTEMBER 9, 1:30 – 3:30 P.M.

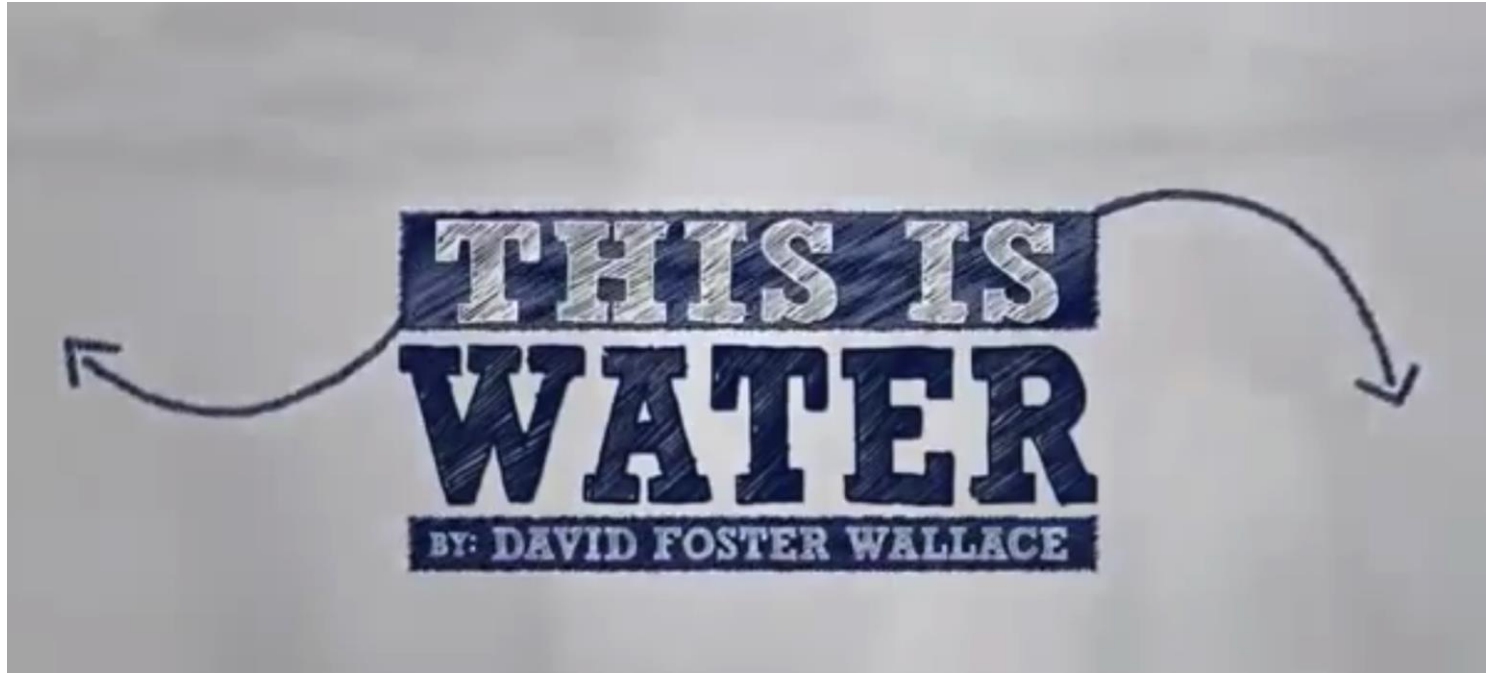
CULTIVATING RESILIENCE: MINDFULNESS, LEADERSHIP, & YOU



LEAH WEISS, PhD
lecturer in management,
Stanford Graduate School
of Business
🐦 @Leah_WE



PAT CHRISTEN
managing director,
The Omidyar Group
🐦 @HopeLab



A close-up photograph of green grass blades, likely from a willow or similar plant, with a bright sun flare in the background. The sun is positioned in the upper right quadrant, creating a strong lens flare effect that illuminates the scene. The grass blades are in sharp focus in the foreground, while the background is blurred, showing more greenery and the sun's glow. The overall mood is bright and natural.

WRITE



FOCUS



ACTIVE MINDS

“Left to its own devices, my mind spends much of its time having conversations with people who aren't there. I walk along defending myself to people, or exchanging repartee with them, or rationalizing my behavior, or seducing them with gossip, or pretending I'm on their TV talk show or whatever. I speed or run an aging yellow light or don't come to a full stop, and one nanosecond later am explaining to imaginary cops exactly why I had to do what I did, or insisting that I did not in fact do it.”

ANNE LAMOTT

mindfulness

noun • 'mīn(d)f(ə)lnəs/

The intentional use of attention

Mindfulness



A close-up shot of two men. The man on the left is looking towards the man on the right with a serious expression. The man on the right is looking upwards and to the right with a slight smile. The background shows a window with a grid pattern.

**DEBUNKING
MINDFULNESS**





Mindfulness



Intention



Attention



Attitude

Awareness



Intention



Attention



Attitude

How might we
integrate mindfulness into our
everyday life, especially at work?



DOES IT COUNT?

MAKE IT COUNT.





PASSWORD

MacBook Air










What is the relationship
between *mindfulness*
and *resilience*?



resilience

noun • \ri-'zil-yən(t)s\

The ability to persevere in the face of adversity, challenge, insult or injury

A large, gnarled tree with a thick trunk and dense green foliage leans over a paved road. The background is a misty, foggy landscape with more trees visible in the distance. The sky is overcast and grey.

Think of a time when you
experienced adversity or significant
challenge in your life.
What allowed you to persevere?

resilience

noun • \ri-'zil-yən(t)s\

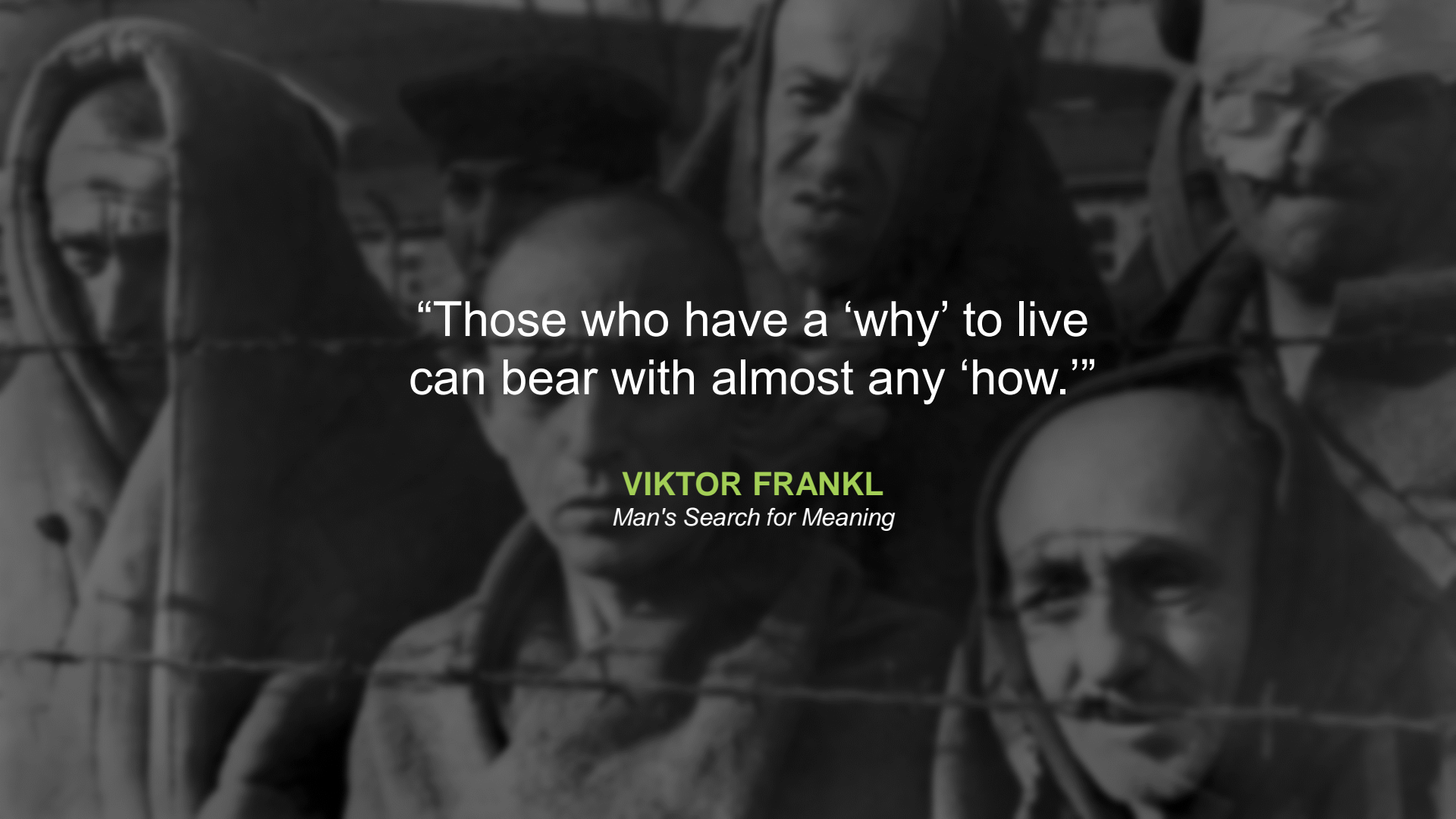
The ability to persevere in the face of adversity, challenge, insult or injury





Purpose

A far-reaching steady goal; something personally meaningful that reaches out into the world.



“Those who have a ‘why’ to live
can bear with almost any ‘how.’”

VIKTOR FRANKL

Man's Search for Meaning

KEPT MY
EYE ON
THE
PRIZE!



Connection

Authentic relationship with others, a sense of belonging;
the opposite of loneliness.

“You have – within you – the fuel to thrive and to flourish, and to leave this world in better shape than you found it. You tap into it whenever you feel connected to others and loved.”

BARBARA FREDRICKSON

Social Psychologist



CALLED MY
SISTER
EVERY
NIGHT



Control

Our belief in our power to affect our destinies, the engine of motivation.

“Knowing that we can control our own behavior makes it more likely that we will.”

PETER SINGER



REPLACED
ICE CREAM
WITH
SWIMMING



Barcelona '92



© 1988 COBIS S.A. All rights reserved. TM



Barcelona'92



© 1992 COOBIS S.A. - All rights reserved. TM





WARNING



You can cultivate
resilience
through purpose,
connection, and
control...



You can cultivate
resilience
through purpose,
connection, and
control...

...and be a terrorist,
cult leader, or a virus!

INNOVATIVE, GENERATIVE LEADERS

cultivate *resilience*,
through *purpose, connection & control*,
and act with *compassion*.

INNOVATIVE, GENERATIVE LEADERS

cultivate *resilience*,
through *purpose*, *connection & control*,
and act with *compassion*.

THIS IS NOT EASY!

compassion

noun • \kʊh m-pash-uh n\

Recognizing suffering in others and acting to alleviate that suffering

An example...

Hancock Bank









Compassio
n

Scarcity Mindset

- Not enough time
- Not enough money
- Not enough sleep
- I am not _____ enough

Addiction

Obesity

Divorce

Depression, Anxiety, Loneliness

BURNOUT





A national survey of 6,000 nonprofit employees reported rising **burnout** rates and increasing frustration with their careers

- **3 out of 4 executive directors** plan to leave their jobs in the next five years
- **69 percent** of respondents said they were underpaid

PEOPLE WHO WORK 55+ HOURS / WEEK

A woman with long dark hair is sitting on the floor in a dimly lit room. She is wearing a blue t-shirt and has her head buried in her hands, looking down with a distressed or exhausted expression. To her left, there is a green bucket and a pair of yellow-handled scissors. The background is a textured, light-colored wall.

- 33% greater chance of stroke
- 13% higher risk of heart disease



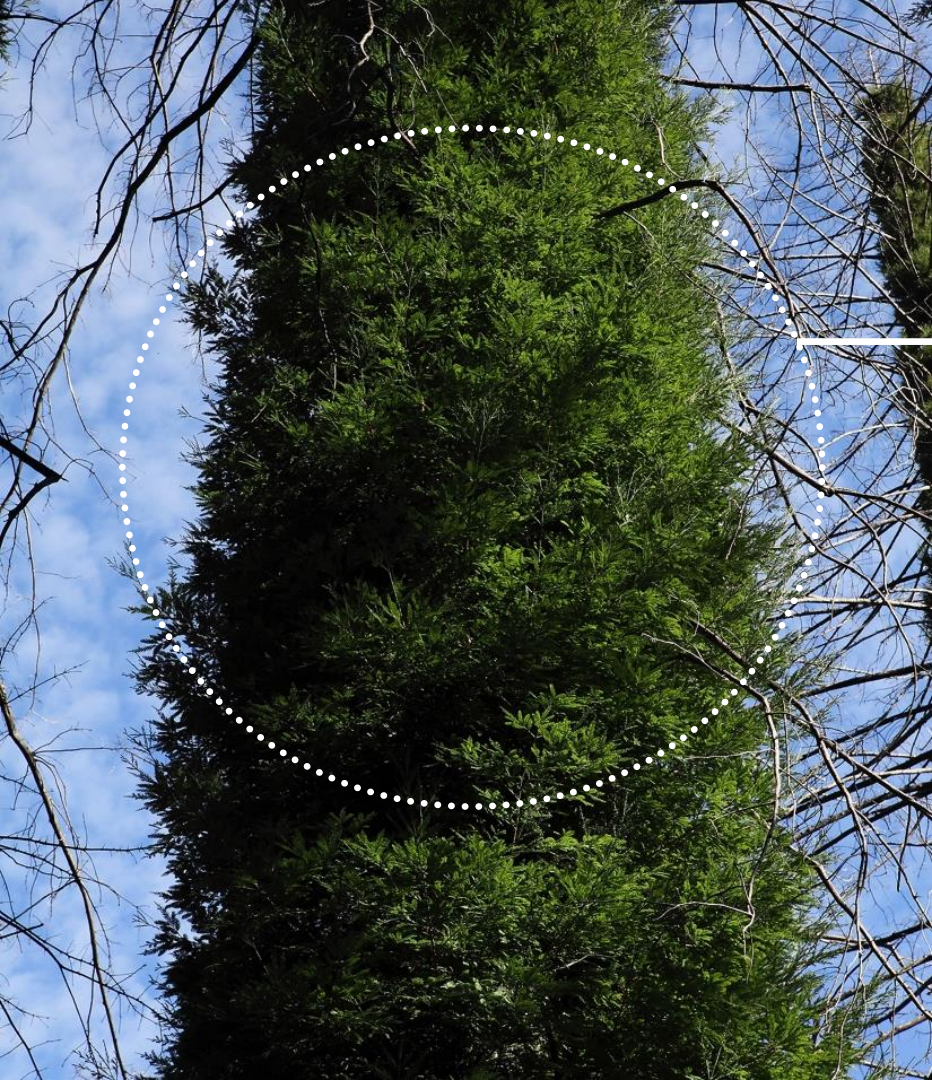
35%

report their jobs interfere with family time and are a significant source of stress

How do we avoid BURNOUT?

RESILIENCE —





Practice Compassion

Recognizing suffering in
others and acting to
alleviate that suffering.

COMMON HUMANITY...





COMMON HUMANITY...

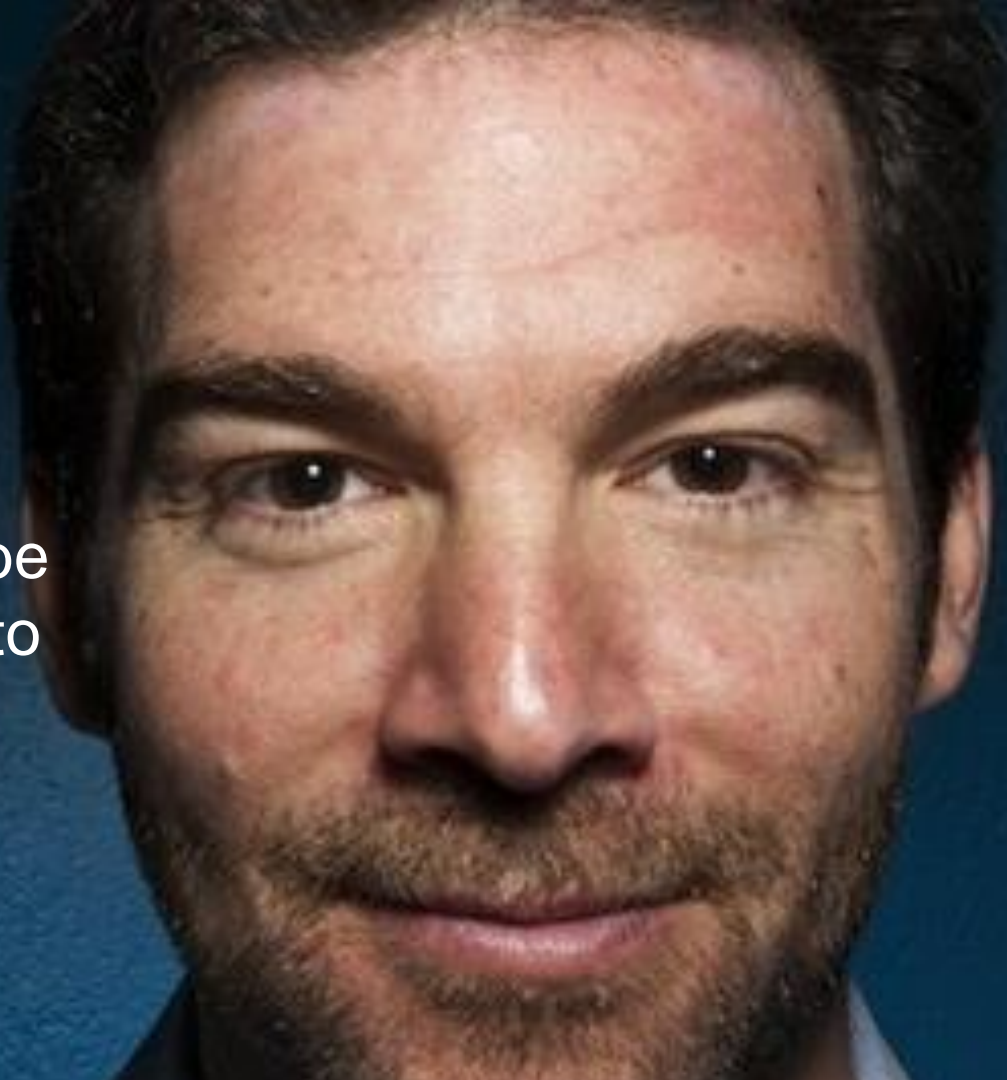
...JUST LIKE ME

JUST LIKE ME.



A rectangular, brown, fibrous doormat is shown against a white background. The mat has a coarse, woven texture. In the center, the words "I AM NOT A DOORMAT" are printed in a bold, black, sans-serif font, arranged in two lines. The first line contains "I AM NOT A" and the second line contains "DOORMAT".

**I AM NOT A
DOORMAT**

A close-up portrait of Jeff Weiner, CEO of LinkedIn, looking directly at the camera with a slight smile. He has dark hair and a light beard. The background is a solid blue color.

“*Compassion* is a more objective form of empathy. This idea of seeing things clearly through another person's perspective can be invaluable when it comes to relating with others, particularly in tense work situations.”

JEFF WEINER
CEO, LinkedIn

Practice Compassion



“With all the messy stuff, no matter how messy it is,
just start where you are – not tomorrow, not later, not
yesterday when you were feeling better – but now.
Start now, just as you are.”

PEMA CHODRON

QUESTIONS?



TO ME

PRACTICE...



I INTEND TO PAY
ATTENTION TO
_____ IN THE
COMING WEEKS AS
A WAY TO
CULTIVATE MY OWN
RESILIENCE



THANK YOU

The Research Underpinning Mindfulness, Resilience, and Compassion

Mindfulness

J Clin Psychol. 2006 Mar;62(3):373-86. Mechanisms of mindfulness. Shapiro SL1, Carlson LE, Astin JA, Freedman B.

Bishop, Scott R. et al Mindfulness: A Proposed Operational Definition” Clinical Psychology: Science and Practice, 2004: 11(3), 230-241

Goleman, Daniel Focus: The Hidden Driver of Excellence Harper. 2013.

Compassion

Goetz, J. L., Keltner, D., and Simon-Thomas, E. “Compassion: An Evolutionary Analysis and Empirical Review” Psychological Bulletin 2010: 136(3) 351–374

Neff, K. D. “The Science of Self-Compassion” excerpt from Compassion and Wisdom in Psychotherapy Guilford Press. 2012.

Jinpa, Thupten A Fearless Heart: How the Courage to Be Compassionate Can Transform Our Lives Hudson Street Press. 2015.

Stay in touch...



LEAH WEISS, PhD

*Lecturer in Management,
Stanford Graduate School
of Business*

lweiss@stanford.edu

 @Leah_WE



PAT CHRISTEN

*Managing Director,
The Omidyar Group*

pat@omidyargroup.com