

Contemplative Leadership: From Self Awareness to Team Building



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Overview

- **Introduction**
- **Contemplative Leadership**
- **Applying Principles:**
 - The Most Meaningful Relationship
 - Factors that Impact QoL, Health and Well-being
 - Living by the Sevens
- **Practical Organizational Tools for Leaders**
- **Small Group Activity**
- **Outgoing Chocolate Meditation**

*“The meaning of life is to find your gift.
The purpose of life is to give it away”*
– Pablo Picasso





**“This job has cost me my health, my family,
and my soul. Can I get a receipt?”**

What's your story?



8:36

5G 94



Darshan Mehta

1d · 👤



It is hard to imagine how fast 9 years have passed since our boys, Ohm and Prem, entered and left this world. I often think about the many moments we might have had as father and sons, and how they would have been these amazing (and protective) big brothers to their joyful little sister, Asha. And yes, I do honor that feeling of loss—it has kept my heart soft and allowed me to be vulnerable in love — and for that gift, I am ever grateful.

But the wisdom of children never ceases to amaze me. Just as that tear fell down my cheek this morning, Asha burst into my room, “Happy Ohm and Prem Day!” and gave me this big hug. And I am reminded how joy can also be present on this day.

As I hold my children in my hand and heart ...

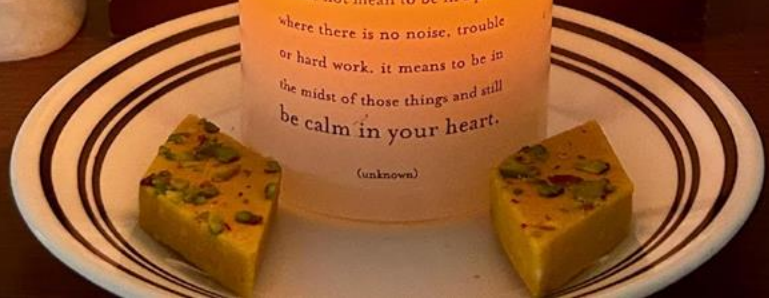
“To see a world in a grain of sand
And a heaven in a wild flower
Hold infinity in the palm of your hand
And eternity in an hour”

— William Blake





peace.
it does not mean to be in a place
where there is no noise, trouble
or hard work. it means to be in
the midst of those things and still
be calm in your heart.
(unknown)



Practicing giving and receiving presence

- “If you love someone, the greatest gift you can give them is your presence”
 - [Thích Nhất Hạnh](#)




the gift of presence

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REFLECTION

What allows
you to feel
whole?

An open book with its pages curled inward to form a heart shape. The book is positioned on the left side of the slide, with the heart shape facing right. The background of the slide is a solid blue color.

Exercise: Pause, Reflect, and Act

- What is your most meaningful relationship?
- Take out your phone and text this person and let them know:
 - “I’m thinking about you”
 - “I love you”
 - “I admire you”...
- Who did you text? (no, no...I’m asking you, so say it out loud!)



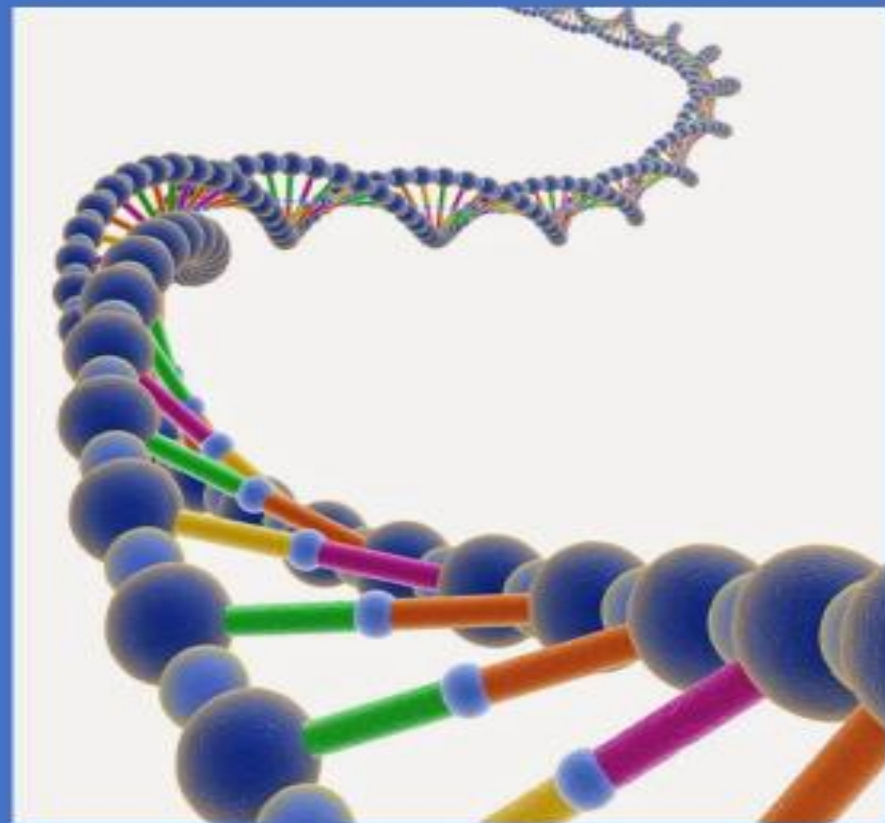
**We don't really learn to love
until we learn to love ourselves**

Kaushal B. Nanavati, MD

WORD
Sway



CIRCLES OF PEACE



Add years to your life:

Women: 14.0 years

Men: 12.2 year

Exercise

Quit Smoking

Nutrition

Moderation of Alcohol

Optimize BMI

BLUE ZONES

Dan Buettner and National Geographic

Regions:

1. Barbagia region – Sardinia
2. Ikaria – Greece
3. Nicoya Peninsula – Costa Rica
4. Okinawa – Japan
5. Loma Linda - California

9 common factors:

1. Move Naturally
2. Purpose
3. Down Shift – shed stress
4. 80% rule
5. Plant based
6. Moderation of alcohol
7. Belong to a community
8. Loved ones first
9. Find the right tribe

The Five Ways of Well-Being – Evidence guided principles

Connect	Be Active	Give	Take Notice	Keep Learning
<ul style="list-style-type: none"> • Strengthening relationships with others and feeling close to and valued by others, including at work, is critical to boosting wellbeing. 	<ul style="list-style-type: none"> • Being physically active, including at work, improves physical health and can improve mood and wellbeing and decrease stress, depression and anxiety. 	<ul style="list-style-type: none"> • Carrying out acts of kindness, whether small or large, can increase happiness, life satisfaction and general sense of wellbeing. 	<ul style="list-style-type: none"> • Paying more attention to the present moment, to thoughts and feelings and to the world around, boosts our wellbeing. 	<ul style="list-style-type: none"> • Being curious and seeking out new experiences at work and in life more generally positively stimulates the brain.

CORE Fundamentals of Wellness

By Kaushik Narasimh, MD, Assistant Professor of Family Medicine, Upstate Medical University

You have one life with two choices. You can choose to be at peace or you make the other choice, but it is always your choice. Don't point the finger at anyone else!

Nutrition:
Keep it simple!
 Here is the "Sweet Spot" (SS2) information guide to follow the information:
 1. 75% coverage of vegetable daily
 2. 50% coverage of whole grains for breakfast
 water in the day or 64 oz. is coming with a 75%
 3. 100% water with each meal (green vegetable)
 4. 100% coverage in your primary source of protein
 5. 100% coverage in your meal, not just before, lunch, dinner
 6. 100% water in your meal, not just before, lunch, dinner, water
 7. 100% water in your meal, not just before, lunch, dinner, water
 8. 100% water in your meal, not just before, lunch, dinner, water
 9. 100% water in your meal, not just before, lunch, dinner, water
 10. 100% water in your meal, not just before, lunch, dinner, water

Physical Exercise:
Make it a daily appointment!
 1. Moving out but staying where you work
 2. 100% coverage in your meal, not just before, lunch, dinner, water
 3. 100% coverage in your meal, not just before, lunch, dinner, water
 4. 100% coverage in your meal, not just before, lunch, dinner, water
 5. 100% coverage in your meal, not just before, lunch, dinner, water
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 9. 100% coverage in your meal, not just before, lunch, dinner, water
 10. 100% coverage in your meal, not just before, lunch, dinner, water

Stress Management:
Know what's really yours!
 1. 100% coverage in your meal, not just before, lunch, dinner, water
 2. 100% coverage in your meal, not just before, lunch, dinner, water
 3. 100% coverage in your meal, not just before, lunch, dinner, water
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Spiritual Wellness:
Peace and Contentment!
 1. 100% coverage in your meal, not just before, lunch, dinner, water
 2. 100% coverage in your meal, not just before, lunch, dinner, water
 3. 100% coverage in your meal, not just before, lunch, dinner, water
 4. 100% coverage in your meal, not just before, lunch, dinner, water
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Family Medicine • Suite 300, 475 Irving Avenue • Syracuse, NY 13210 • 315.467.4686

7 SERVINGS OF VEGETABLES DAILY



7 HOURS OF EXERCISE WEEKLY



7 HOURS OF SLEEP PER NIGHT





LET'S REDEFINE THE FOLLOWING
...think about it!

Success

Achievement of contentment and peace

Longevity

The life in your years
rather than
the years in your life



GUIDANCE



SOLUTION



VISION



TEAMWORK



DIRECTION



STRATEGY



COMMUNICATION



GOAL

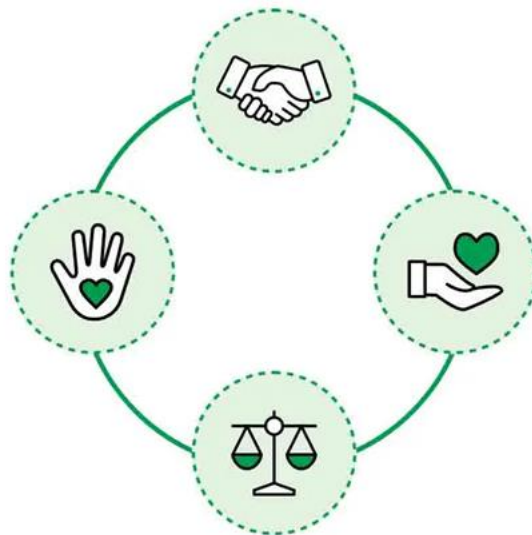
PRACTICAL ORGANIZATIONAL TOOLS FOR LEADERS

TRUST

Building trust is the foundation for leading. Honesty, clarity and behavioral predictability all make up trust.

COMPASSION

Bring positive energy and a willingness to listen. Being compassionate means caring about your followers holistically while seeing them as more than just their ability to perform.



HOPE

Encourage people to believe in a better future. While stability focuses on today, hopefulness deals with the future. People need to see that their leaders have a clear direction in mind.

STABILITY

Ensure people can count on you. Providing stability looks like creating space where people feel psychologically safe, like they can depend on you to answer their questions, hear their ideas and address their concerns.



To move forward, go inward.

How do you make things happen?

How do you influence others?

How do you absorb, think about and analyze information and situations?

How do you build and nurture strong relationships?

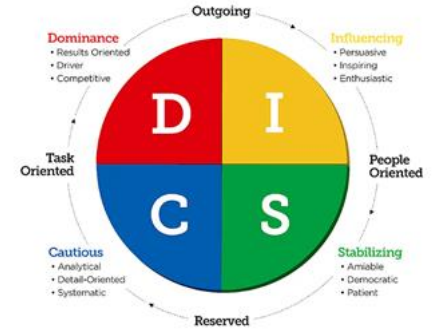
Self Discovery Tools

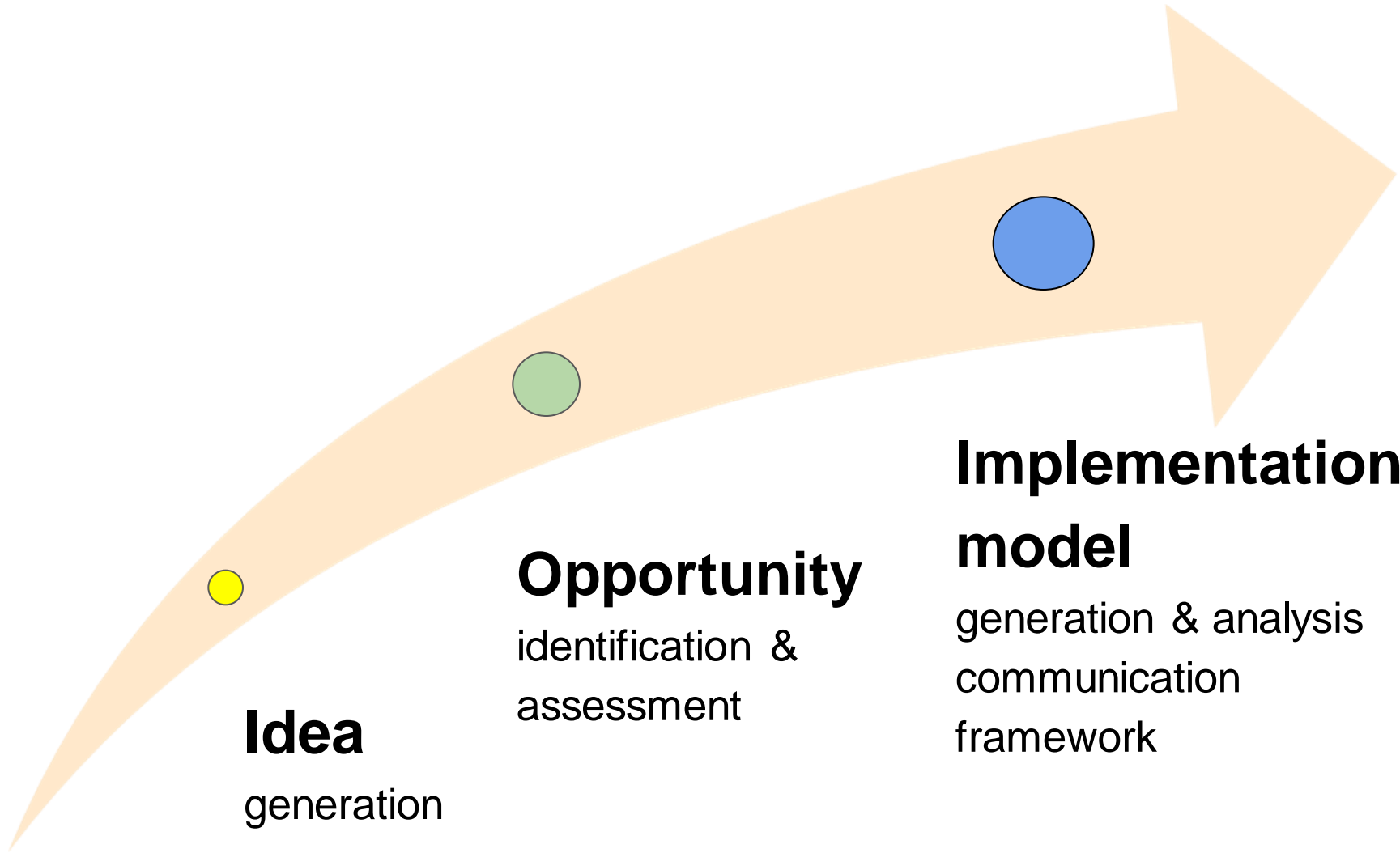
Internal

- Myers-Briggs Type Indicator (MBTI)
- StrengthsFinder/CliftonStrengths
- The Big Five (OCEAN)
- DISC Assessment

External

- 180- or 360-degree review
- People Styles at Work
- DISC





Idea

generation

Opportunity

identification &
assessment

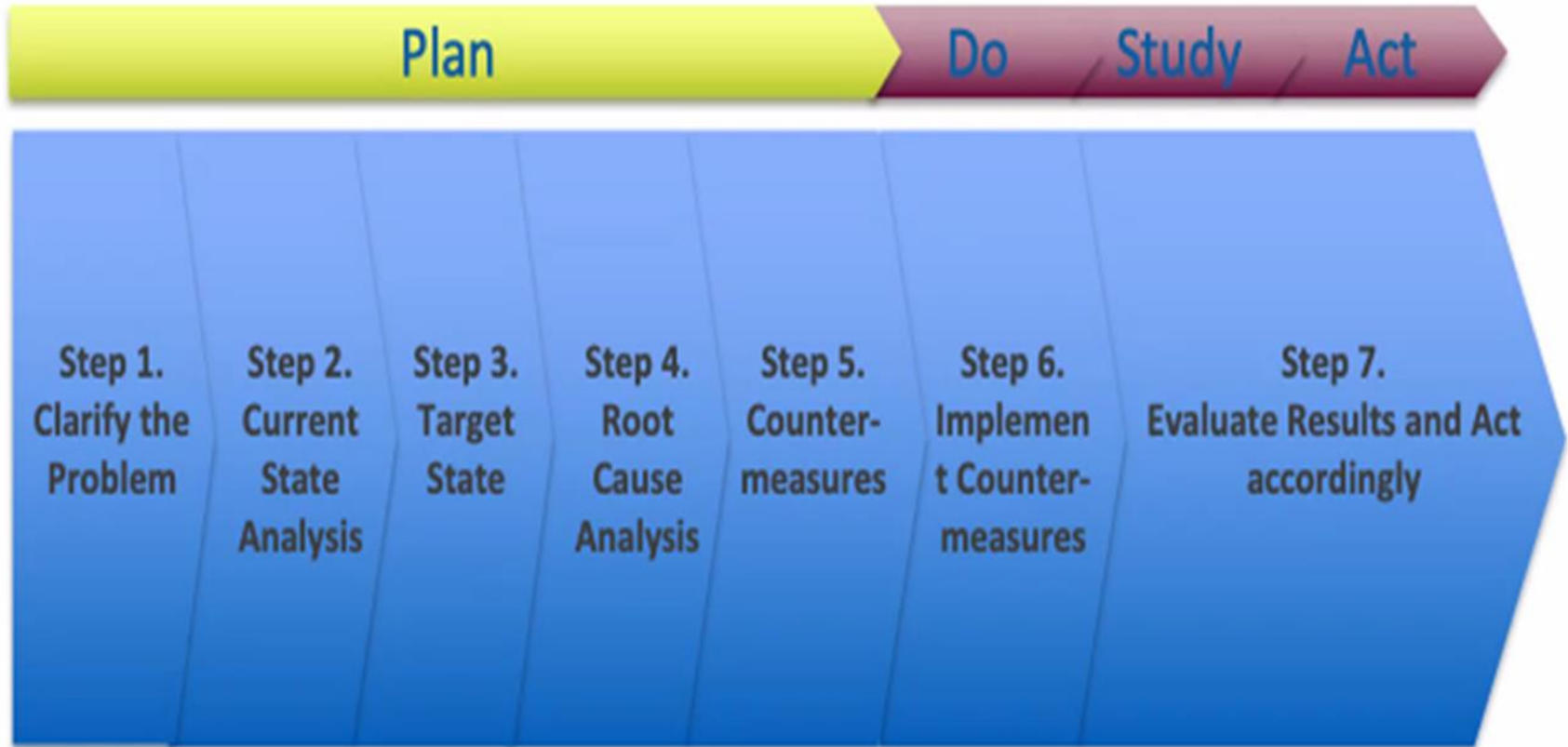
**Implementation
model**

generation & analysis
communication
framework

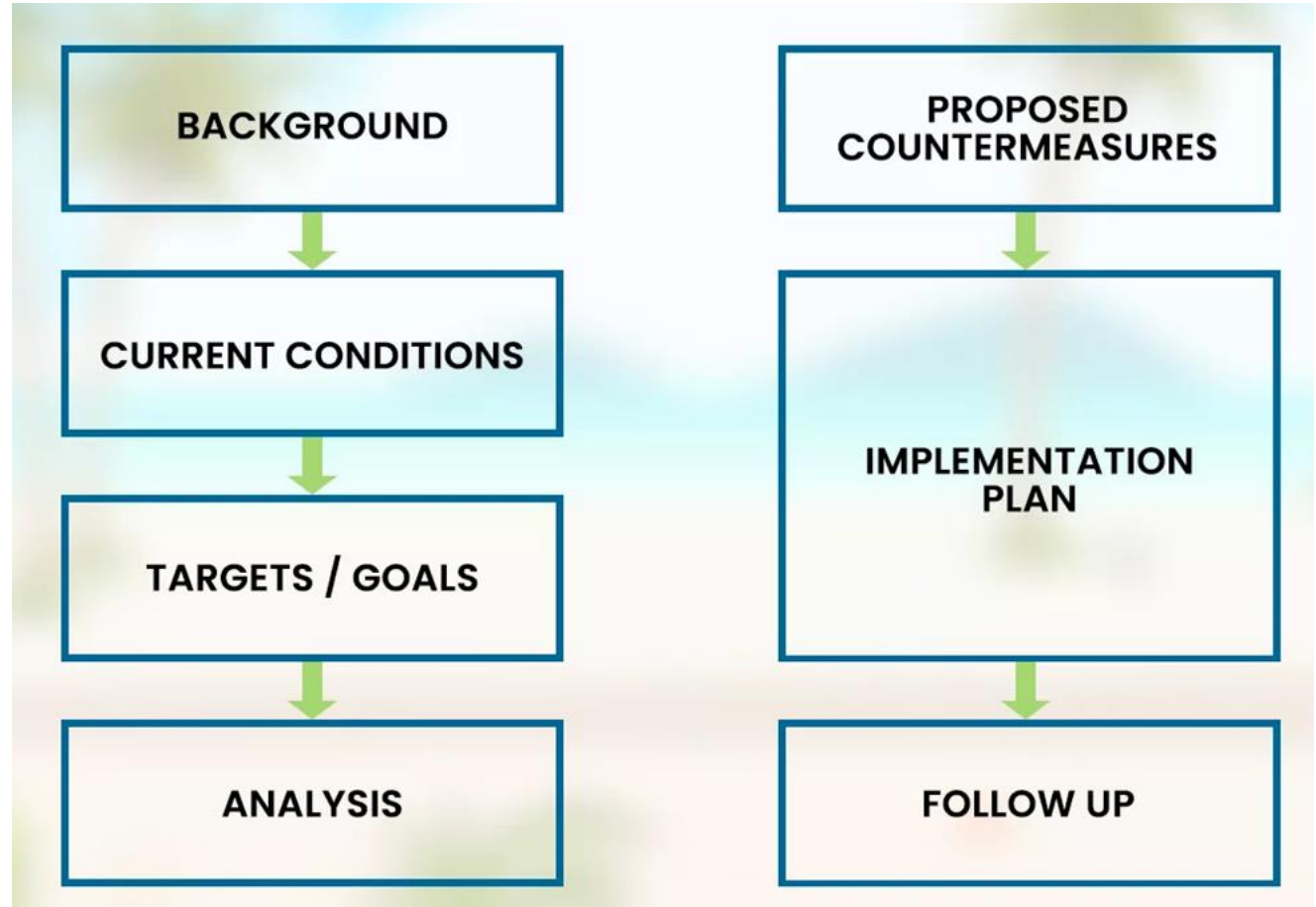
SWOT Framework

	Positive	Negative
Current State / Internal	STRENGTHS	WEAKNESSES
<i>Future State / External</i>	<i>OPPORTUNITIES</i>	<i>THREATS</i>

Lean Six Sigma Model for Process Improvement



A3: 1 page
summary



SBAR – Situation & Background

S

- *Identify the problem/ situation this initiative is trying to solve.*
- *Provide a brief description of the immediate problem/ situation.*

B

What is the relevant background to this issue/ problem?

Financial

Include if available, e.g., program economics. high level, i.e., potential incremental new revenue.

Endorsement = Y / N”

Operational

Examples: thruput, volume, capacity, access, utilization, productive. Capability – admin bandwidth

Endorsement= Y/N

Strategic

Alignment with enterprise, departmental strategic plans, annual budget

Endorsement = Y/N

SBAR – Assessment & Recommendation

What are the options to address the present problem/ situation?

Scenario #1

If we “do nothing”,
then, impact is....

Scenario #2

What are we
exploring?
Impact if we delay?

Options for space,
i.e., on / off campus

Scenario #3

- Other considerations
- Options
- Alternatives

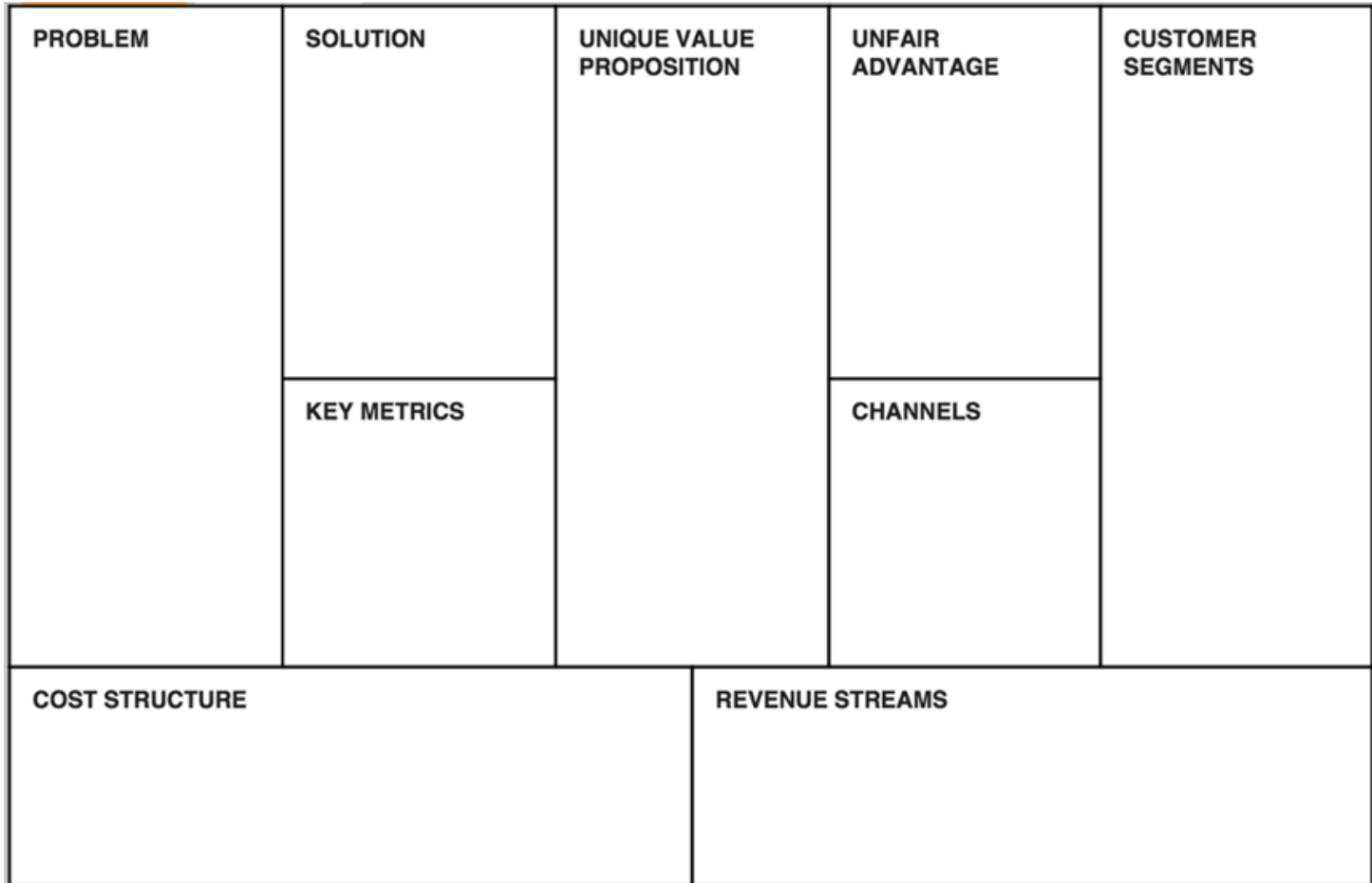
A

Highlight options for feedback and direction to influence the recommendation to evaluate.

- *What is your recommendation based on the options above?
Evaluate Scenario #XX*
- *Proceed to Business Case / Plan*

R

Lean Business Model Canvas











The Business Model Canvas

Designed for:

Designed by:

Date:

Version:

<h3>Key Partners</h3>  <p>Who are our Key Partners? Who are our key suppliers? Which Key Resources are we acquiring from partners? Which Key Activities do partners perform?</p> <p>NOTIFICATIONS FOR PARTNERSHIPS Optimization and economy Reduction of risk and uncertainty Acquisition of particular resources and activities</p>	<h3>Key Activities</h3>  <p>What Key Activities do our Value Propositions require? Our Distribution Channels? Customer Relationships? Revenue streams?</p> <p>CATEGORIES Production Problem Solving Platform/Network</p>	<h3>Value Propositions</h3>  <p>What value do we deliver to the customer? Which one of our customer's problems are we helping to solve? What bundles of products and services are we offering to each Customer Segment? Which customer needs are we satisfying?</p> <p>CHARACTERISTICS Personalized Performance Customization Getting the Job Done? Design Brand/Status Price Cost Reduction Risk Reduction Accessibility Convenience/Liability</p>	<h3>Customer Relationships</h3>  <p>What type of relationship does each of our Customer Segments expect us to establish and maintain with them? Which ones have we established? How are they integrated with the rest of our business model? How costly are they?</p> <p>EXAMPLES Personal assistance Dedicated Personal Assistance Self-Service Automated Services Communities Co-creation</p>	<h3>Customer Segments</h3>  <p>For whom are we creating value? Who are our most important customers?</p> <p>Mass Market Niche Market Segmented Diversified Multi-sided Platform</p>																				
<h3>Cost Structure</h3>  <p>What are the most important costs inherent in our business model? Which Key Resources are most expensive? Which Key Activities are most expensive?</p> <p>BY THEIR BUSINESS MODEL Cost Driven (Standard cost structure, low price value proposition, maximum automation, extensive outsourcing) Value Driven (Focused on value creation, premium value proposition)</p> <p>EXAMPLE CHARACTERISTICS Fixed Costs (salaries, rents, utilities) Variable costs Economies of scale Economies of scope</p>	<h3>Key Resources</h3>  <p>What Key Resources do our Value Propositions require? Our Distribution Channels? Customer Relationships? Revenue Streams?</p> <p>TYPES OF RESOURCES Physical Intellectual (brand patents, copyrights, etc.) Human Financial</p>	<h3>Channels</h3>  <p>Through which Channels do our Customer Segments want to be reached? How are we reaching them now? How are our Channels integrated? Which ones work best? Which ones are most cost-efficient? How are we integrating them with customer routines?</p> <p>CHANNEL PHASES</p> <ol style="list-style-type: none"> Awareness How do we raise awareness about our company's products and services? Evaluation How do we help customers evaluate our organization's Value Proposition? Purchase How do we allow customers to purchase specific products and services? Delivery How do we deliver a Value Proposition to customers? After sales How do we provide post-purchase customer support? 	<h3>Revenue Streams</h3>  <p>For what value are our customers really willing to pay? For what do they currently pay? How are they currently paying? How would they prefer to pay? How much does each Revenue Stream contribute to overall revenues?</p> <table border="0"> <tr> <td>TYPES</td> <td>FIXED PRICING</td> <td>STANDARD PRICING</td> </tr> <tr> <td>Asset sale</td> <td>Lump Price</td> <td>Negotiation/Bargaining</td> </tr> <tr> <td>Usage fee</td> <td>Product/Feature dependent</td> <td>Real-time Market</td> </tr> <tr> <td>Subscription Fees</td> <td>Customer segment dependent</td> <td></td> </tr> <tr> <td>Licensing</td> <td>Volume dependent</td> <td></td> </tr> <tr> <td>Brokerage fees</td> <td></td> <td></td> </tr> <tr> <td>Advertising</td> <td></td> <td></td> </tr> </table>	TYPES	FIXED PRICING	STANDARD PRICING	Asset sale	Lump Price	Negotiation/Bargaining	Usage fee	Product/Feature dependent	Real-time Market	Subscription Fees	Customer segment dependent		Licensing	Volume dependent		Brokerage fees			Advertising		
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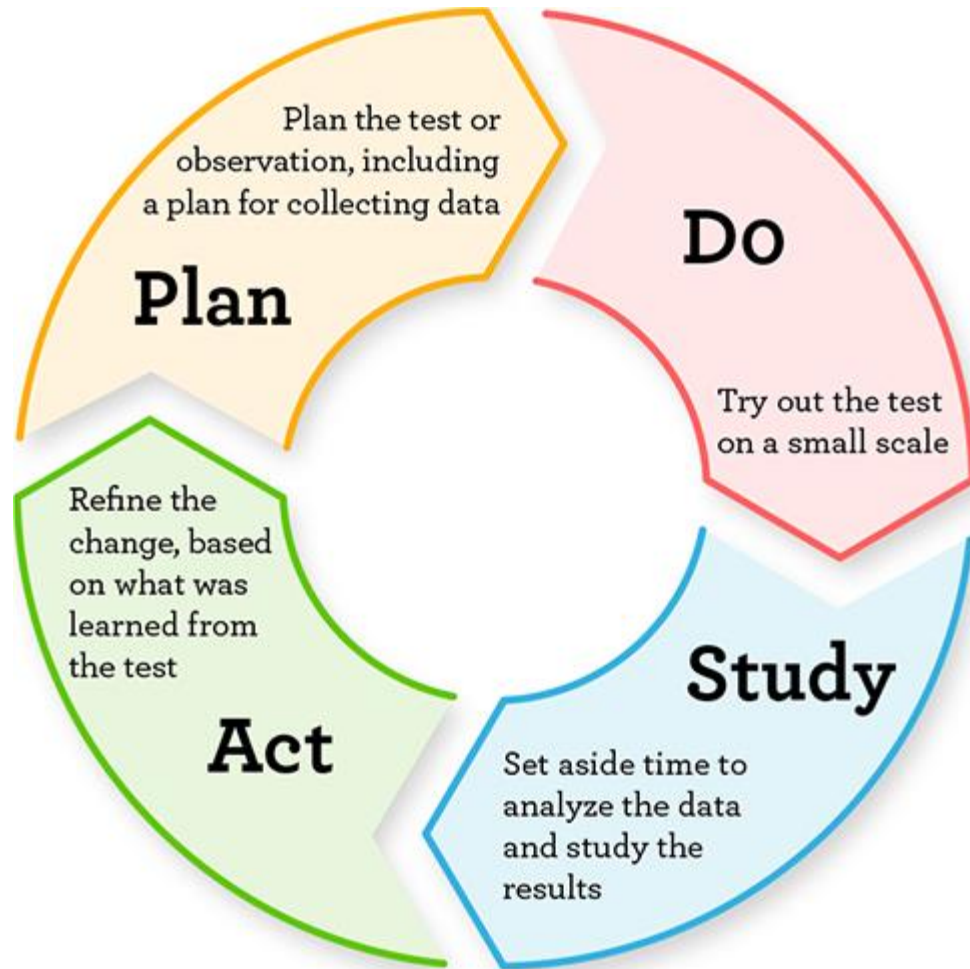
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M

A

R

T



Small Group Activity



Framework for Success

- 1) Utilize the health care tree model to list measures for personal/team/organizational
 - Health and wellness promotion
 - Problem/disease prevention
 - Problem/disease management
 - Innovations

- 1) Organize your list utilizing the SWOT analysis.

- 1) Select 2 opportunities and 1 weakness from the SWOT and create a SMART goal for each.

- 1) Monitor progress utilizing the PDSA model over 3, 6, 9, and 12 months.

- 1) Use this approach to measure organizational and personal engagement, progress, and sense of health, wellness, and well-being.

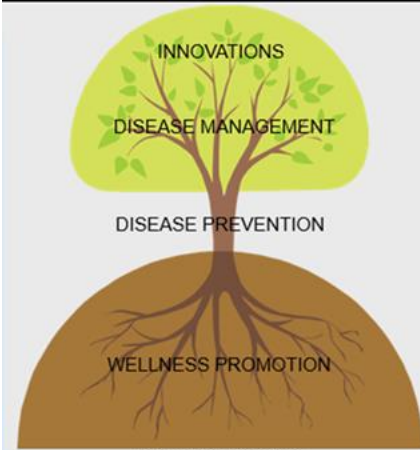


Figure 1. Health Care Tree



Figure 2. SWOT Analysis

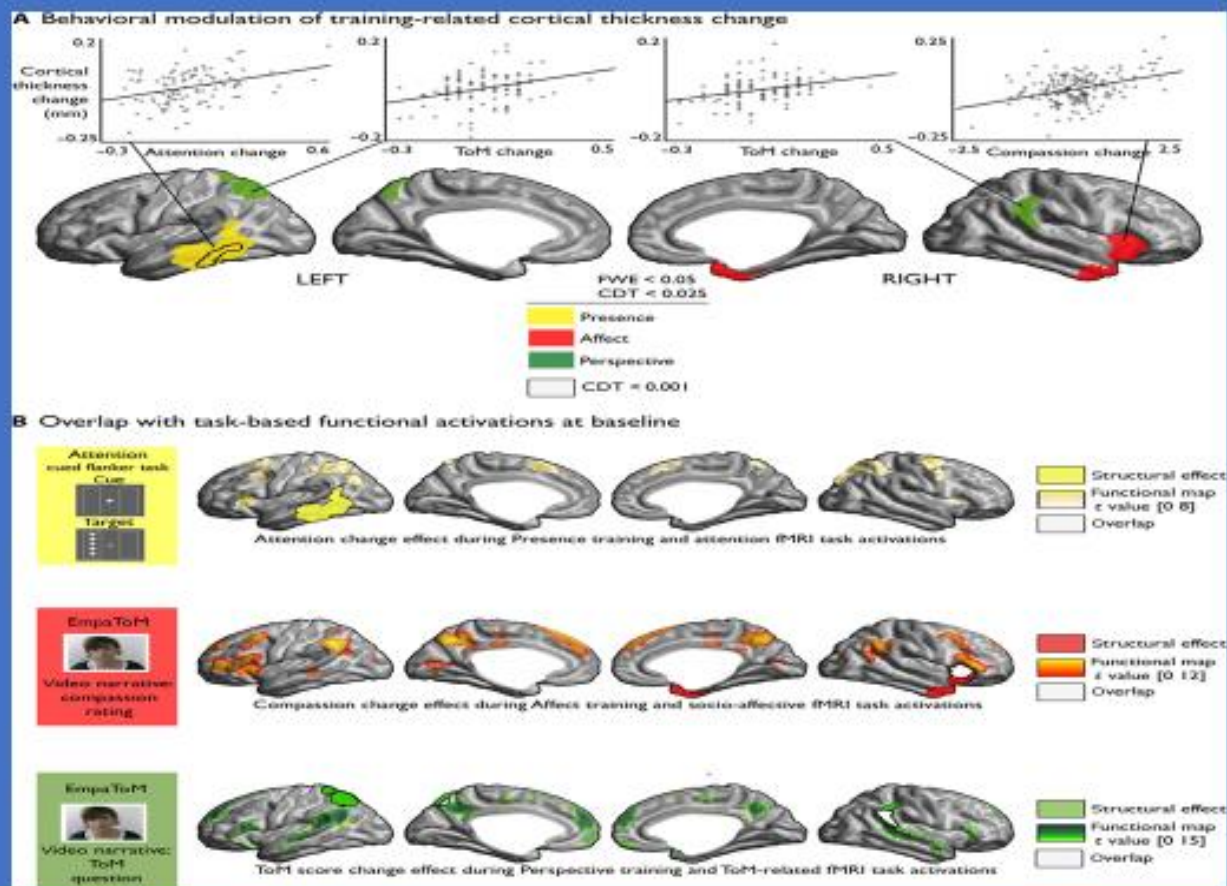


Figure 3. SMART Goals



Figure 4. PDSA Cycle.

Fig. 2 Behavioral modulation of brain change.



Sofie L. Valk et al. *Sci Adv* 2017;3:e1700489

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A black heart-shaped tag with white text, hanging from a yellow string on a piece of weathered wood. The text on the tag reads "Love UNCONDITIONALLY" in a bold, sans-serif font, with "Love" on the top line and "UNCONDITIONALLY" on the bottom line. Below this, in a smaller, italicized font, is the signature "— Kaushal B. Nanavati, MD —".

Love
UNCONDITIONALLY
— *Kaushal B. Nanavati, MD* —

Keep in Touch

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