

# Strengthening Workplace Wellness

## Program Overview

Sustaining a competitive advantage in an environment of sweeping economic change, rapid innovation, and increasing virtualization of the workplace is a demanding challenge for leaders. The ability to thrive in such circumstances through enhanced mental wellness correlates with greater satisfaction, agility, and engagement at work, thereby giving organizations an additional market advantage. Participants will leverage Duke CE's proprietary "Neurocoaching®" framework to develop a personalized mind-body wellness plan. This plan will enable them to adopt the mindset needed to establish a sense of purpose and drive personal and team performance.

### BUILD RESILIENCE AND NAVIGATE UNCERTAINTY

Learn how to restore calmness and clarity in times of uncertainty.

Manage stress-provoking and potentially overwhelming circumstances to avoid burnout and enhance wellbeing.

Implement specific mindset strategies needed to adapt to situational change and complexity.

### ACHIEVE YOUR PEAK PERFORMANCE

Adapt and thrive in the face of uncertainty, rather than just "bouncing back."

Connect business strategies to an individual and collective sense of purpose.

Leverage an understanding of brain chemistry to build individual and team agility, intuition, and flow.

### ENHANCE TEAM PRODUCTIVITY AND CREATIVITY

Recognize and manage multiple obstructions to mental wellness that originate in our brains.

Use practical neuroscience-based strategies and techniques to manage interpersonal relationships and challenges to team wellness.

Apply neuroleadership techniques to create a culture of wellness.

### LEVERAGE "NEUROCOACHING" TO DRIVE WELLNESS

Use Duke CE's proprietary approach to neuroleadership to optimize behaviors and support overall wellbeing.



SRINI PILLAY

# Strengthening Workplace Wellness

## Curriculum: Week by Week

### MODULE

#### **Module One: Build Resilience and Navigate Uncertainty**

Video Lectures: 80 Minutes  
Assignments: 90 Minutes  
Live Virtual Events: 90 Minutes

### LECTURES [VIDEOS]

- Resilience and Mental Wellness
- Refueling through Unfocus
- Changing Your Relationship with Worry
- Handling Mixed Emotions
- Using Self-Talk to Manage Uncertainty
- Preventing Burnout
- Leading in a Crisis

### KEY LEARNING

In this module, participants will learn about factors that impact their resilience and competence. Specifically, they will learn how to respond more effectively when facing stressors, so they can quickly bounce back from them. They will learn frameworks for taking strategic breaks and specific self-talk strategies for managing uncertainty and building confidence. As a result, they will be able to redirect more resources to the thinking, decision-making and innovation centers of their brains. They will also explore common high-stress situations and understand how management here differs from the “day-to-day.” Finally, they will learn a powerful daily “brain hack” and mobilize their bodies to optimize energy and focus levels.

#### **Module Two: Achieve Your Peak Performance**

Video Lectures: 80 Minutes  
Assignments: 90 Minutes

- Switching to “Thrive” Gear
- Building a Sense of Possibility
- Becoming a Seasoned Mental Juggler
- Enhancing Intuition
- Developing Mental “Flow”
- Enhancing Wellbeing Through Intrinsic Motivation

Participants will learn about factors that can accelerate their mental growth. Specifically, they will learn how to switch from purely rational brain circuits to more intuitive and possibility-oriented circuits. They will also learn how to develop a strong sense of meaning and purpose, leveraging Ryff’s well being framework and how to operate at the highest levels in their work, using a framework called “positive disintegration.” Finally, they will round out their mind-body regimen with this newfound sense of possibility and self-belief.

#### **Module Three: Enhance Team Productivity and Creativity**

Video Lectures: 80 Minutes  
Assignments: 90 Minutes  
Live Virtual Events: 90 Minutes

- Managing Confrontation vs. Compassion
- Balancing Bottom-Liners and Possibility Thinkers
- Dynamic Listening
- Authenticity vs. Discretion
- Enhancing Psychological Safety
- De-stressing Negotiation

Participants will learn about internal and external factors that impact their social wellbeing. Specifically, they will learn neuroscience techniques on how to develop superior teams by managing interpersonal tensions and overcoming common challenges to team collaboration and alignment. Participants will learn frameworks they can leverage to manage their reactions to typical interpersonal challenges, in order to respond productively and enhance team harmony and wellness. Finally, they will continue to learn about the mind-body connection to enhance strength, flexibility and compassion.



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## Assignments

### MODULE

#### Orientation

#### Module One: Build Resilience and Navigate Uncertainty

#### Module Two: Achieve Your Peak Performance

#### Module Three: Enhance Team Productivity and Creativity

### ASSIGNMENT

#### Pre-work: Identify Your Growth Challenge

- Identify an initiative or workstream that is both critical to achieving business goals and demonstrates opportunities to optimize performance related to mental wellness.
- During the program, participants create a comprehensive plan to address that challenge (their “Wellness Workplan”).

#### Reframe and Refuel for Optimal Resilience

- Assess situations related to their Growth Challenge where they and their team have encountered negative feelings or concern.
- Apply resilience techniques such as special types of “reframing” to those situations to better endure disappointment or uncertainty, resulting in longer-term resilience and mental endurance.

**Mind-Body Connection:** Participants plan and experiment with a system of physical and meditative exercises geared to enhance energy and focus. As they proceed through the program, they’ll track the effects of this regimen on themselves and their team.

#### Plan to Thrive

- Articulate opportunities for thriving related to their Growth Challenge and identify obstructions.
- Use the technique of “positive disintegration” to enable themselves and their team to overcome these obstacles.

**Mind-Body Connection:** Participants expand their mind-body regimen with strategies focused on discovering a sense of possibility and self-belief.

#### Enhance Team Synchrony

- Analyze their team landscape to identify intrapersonal and interpersonal factors that are preventing optimal performance.
- Narrow their list to focus on those where improvement tactics would most contribute to the success of their Growth Challenge.
- Assess progress made on their Growth Challenge during the program, and identify additional opportunities beyond their Growth Challenge to continue their development trajectory.

**Mind-Body Connection:** Participants round out their mind-body regimen with exercises and techniques for enhancing strength, flexibility, and team alignment.



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## Key Conceptual Models

- ✓ **Neurocoaching:** An approach to wellness that leverages behavioral interventions to strategically stimulate or quiet critical circuits in the brain to heighten performance
- ✓ **Brain Bias:** Understanding and counteracting common default ways of reacting to complex situations that pose challenges to wellness and productivity
- ✓ **Self-Talk:** Practical methods of self-management geared to boost confidence & resilience and navigate uncertainty
- ✓ **CIRCA:** “Chunking - Ignoring Mental Chatter - Reality Check - Control Check - Attention Shift.” A structured approach to confronting typically overwhelming situations
- ✓ **Counterfactual Thinking:** A method of shifting individual and group mindset to focus on positive outcomes and practical steps to achieving them
- ✓ **Positive Disintegration:** A model to reintegrate after stress has been disruptive
- ✓ **Mirror Wipes:** Ways to manage contagious emotions

## Additional Program Features

- ✓ **Resilience Diagnostic:** A detailed assessment that identifies opportunities to enhance resilience and prevent burnout.
- ✓ **Possibility Index:** Evaluates participants' predisposition to “possibility thinking” to identify ways to make critical mindset shifts.
- ✓ **30/7/U:** “30 Minutes a Day, 7 Days a Week, All About You.” A system of high-impact, time-efficient physical and meditative exercises geared to develop the body and calm the mind
- ✓ **Tailored Wellness Plan:** Guided assignments help you develop a personalized plan to enhance wellness and boost performance for you and your team



# Strengthening Workplace Wellness

Faculty Director



## **Dr. Srin Pillay**

CEO, NeuroBusiness Group

Dr. Srin Pillay is the CEO of NeuroBusiness Group, a company that specializes in developing transformational leaders, voted one of the Top 20 “movers and shakers” in leadership development in the world by *Training Industry*.

Srin prepares and delivers top-rated leadership development courses and plenaries for clients such as Novartis, Lockheed Martin, Willis Group, Prudential, Pfizer, Fortune 500 food/beverage companies, and some of the largest Fortune 100 consulting firms. He has also trained leaders at The MITRE Corporation, The Department of Defense and The Institute for Law Enforcement with great acclaim.

When the UN, World Bank and the International Monetary Fund seek to empower their leaders, they call Srin Pillay. He speaks and teaches throughout the US, Canada, London, Paris, Switzerland, India, Greece, Romania, Dubai and Brazil. An internationally recognized expert in applied brain science and human behavior, he addresses both specialists and general audiences on these topics.

