



CLARITY**WORKS**

Mindset of a Leader

The Art and Science of Resilience:
Awareness and the Power of Neuroplasticity

clarityworks.ca



Leadership Landscape:

The leadership and workplace landscape is changing at a rapid pace. At the societal level we navigate global concerns such as climate change, rising geopolitical tensions, societal inequities, and daily uncertainties. Professionally we're called on to steer through transitions, mergers and acquisitions, and the pressures of technological transformation. Financial expectations are constantly changing organizational stakes. Keeping up has become the focus instead of innovation and an achievable workflow. The pace, the distractions, the weight to perform is unrelenting.

“Efforts to deepen your focus will struggle if you don't simultaneously wean your mind from a dependence on distraction.” - Deep Work, Cal Newport, PhD, Author

Team leadership is more complex as expectations shift beyond productivity and financial performance to include team and talent engagement and workplace wellbeing. Equity and equality, mission-based projects, cohesion across globally disparate teams, hybrid and shared work, these are some of the mainstays shifting the landscape within which we lead.

Our world calls for a new approach to leadership.

Understanding the capacity of resiliency and the potential of focused awareness are powerful tools in navigating all aspects of leadership and team collaboration. In this neuroscience-based four-session program we harness the potential of the mind and learn how to effectively engage focus and attention. We explore the default mode network, the potential of introspective (mindful) intelligence, mindset and reframing and the brain's innate neuroplasticity which can grow resiliency, enhance clarity, and empower more alignment and flow (aka: balance and harmony!) at work and in life.

We dive into the spectrum of awareness to understand how a range of introspective leadership practices can help sharpen focus, declutter thinking, hone attention towards choice and skillful, wise responses - at the boardroom table, in a team huddle, and in the heat of almost any moment, any time in life.

We introduce neuroplasticity (the brain's ability to rewire) and practice relational interpersonal communications to deepen the skillset for the way we relate with colleagues, collaborators and in one-on-one interactions.

This engaging team based leadership program offers strategies that support individuals in their leadership journey and teams in their work as a collaborative unit. The program material is accessible, participatory, experiential, and applicable.

Participants take-away a toolkit of resilience building resources to navigate today's leadership and teamwork landscape.



Four Week Leadership Development Resilience Course:

4 Sessions Live Virtual

4 Consecutive Weeks

90 Minutes per session

Option: First session can be delivered in person. In person is ideal to include during a leadership planning day or retreat or to support team connectivity and engagement for new or existing teams. Location can be on-site at company offices or as determined based on group size (costs related to location are additional).

WHO WILL BENEFIT FROM THIS INTERACTIVE PROGRAM:

This program is team based for organizational groups in professional services (healthcare, law, finance, and consultancies) and related professional associations. It's for teams in technology, management, strategic services, marketing and advertising, operations, talent management, education, real estate, design and development, and community and social services.

Our world calls for a new approach to leadership.

- The pace of work is often frenetic with less time for thinking and visionary leadership.
- Prevalence of remote work and dependency on devices and technology.
- Talent management and staffing challenges add complexity.
- Building shared purpose and mission requires team engagement and connectedness.
- Leaders are filling in the gaps and leaving themselves unfulfilled.

Mindset of a Leader enhances team engagement, bolsters adaptability and resiliency and empowers individuals and collaborators to connect with focus and alignment.

Group Size:

- This program is ideal for groups of up to 20 participants.
- Programs may also be customized for groups up to 100+.



INTENTIONS AND LEARNING OUTCOMES:

Focus empowers freedom and fulfilment.

In this 4-week interactive, applied course participants will learn strategies to support team leadership, resilience building, introspective intelligence (mindful awareness) & mental fitness. They will gain a deeper understanding about:

- Accessible skills to navigate change and uncertainty.
- The foundations of resilience.
- The value of attention and how the pace of modern life, technology, and the impacts of distraction affect clarity, focus and effectiveness.
- The neuroscience of resilience and its connection to mindful awareness.
- The value of mindset, reframing, and maintaining perspective.
- Introspective intelligence – the value of self-awareness and mindful strategies to build confidence, reduce stress, and reframe events.
- Foster and enhance interpersonal communications and team connectivity.
- Explore effective strategies to support overall health and mental wellbeing.
- The take-away is a personal “toolkit” of resources and practices.

BENEFITS OF OPTIMIZING FOCUS AND BUILDING RESILIENCE:

- Understand the role of the default mode network and the potential of mindset.
- Harness the power of reframing and the brain’s ability to rewire (neuroplasticity).
- Connect to perspective during times with competing priorities and distractions.
- Access introspective intelligence (mindful awareness) to remain grounded and solution oriented.
- Enhance ability to be discerning, selective, focused, flexible, and adaptive.
- Improve relational mindfulness and enhance interpersonal interactions for bolstering team cohesion.
- Foster less stress and emotional reactivity.
- Support identification and moderation of negative inner narrative.
- Enhance overall well-being.

THE FORMAT AND FLOW:

The 4-week content will include modules on mindset, resilience fundamentals, neuroscience, introspective intelligence (mindful awareness), effective workflow, leadership communications and interpersonal relations.

The session flow will be consistent for each week including facilitated check-ins, didactic learning, easy to understand neuroscience, Q and A, applied practice time, interactive group exchanges, and take-home practices.

The curriculum will be augmented with content and discussion prompts that focus on the specific workplace sector and organizational context.

All strategies are designed to be cross-contextual, so they serve participants both personally and in their professional roles.



WEEK ONE

Mindset of Clarity

Landscape and Fundamentals of Resilience:

How does the current landscape in which we live and lead impact the way we work and navigate the multitude of responsibilities our work roles and lives include? Uncertainty and change are the backdrop and the only constant in leadership today and yet one of a leader's key responsibilities is to provide clarity and vision.

In this session we set the stage for the 4-week program with an introduction to the fundamentals of resilience and the role that attention, focus and clarity play in how we lead.

WEEK TWO

Mindset of Choice

Intentional Leadership and Reframing:

In this session we explore the default mode network, the role of perception and perspective, and the hidden value of our attention. We reconnect to the "agency" we gain through practices like intention setting and reframing mindset. We have a choice as to the inner narrative we listen to. The stories we can choose to put aside and how we talk to ourselves are two of the most valuable leadership skills. Focusing intention can lead to more fulfilling work and outcomes. By tapping into the language of possibility (without judgement) we can connect to potential instead of limitation.

WEEK THREE

Mindset of Awareness

Applied Focus and Embodied Leadership:

In this session we dive into applied mindfulness tools for interpersonal communications and cohesive workflow. Prioritization, gaining clarity and communicating effectively and appropriately are essential leadership skills. We explore tools to draw on resiliency and mindfulness in any moment of the day. The compassionate mindset is a platform for supporting a more collaborative, inclusive, team-based workplace.

WEEK FOUR

Mindset of Community

Leadership Clarity and Relational Teamwork:

In this wrap-up week we summarize all the learnings to date. We dive into one of the most engaging sessions of the program to introduce relational mindfulness where experiential practices help to foster deeper listening and speaking to create a greater awareness of situational and interpersonal communications. We explore tips for challenging situations and discuss options for bringing applied practices into workplace interactions. The program concludes with a review of the toolkit of take-away practices.



What Do Clients Say

Strategic Communications and Planning:

"I attended a 10-week forum facilitated by Nicola on the topic of Resilient Leadership. Alongside six other women from across North America, I dug deep to identify my limiting beliefs, deeply rooted or societally engrained ideas, and barriers that were impacting the way I showed up as a leader.

Through Nicola's coaching I developed tools that I could bring forward to help me lead with more resiliency during challenging times, and in turn build more resilient teams through my own example and empathy...this could not have come at a better time for myself, and the rest of our group. What an enthusiastic and engaging conversation!"

- Ariel White, Project Analyst, Strategic Planning and Development

Business Consulting:

"I attended a presentation by Nicola relating to workplace mindfulness and was immediately engaged, interested and didn't want the presentation to end. During Nicola's talk, she presented tangible tips that I could use daily and also share with my team to help improve our daily working routine and life in general. I would highly recommend Nicola for her workshops, especially since mindfulness is a topic that everyone can benefit from in all aspects of our workplace and life."

- Jane Stoller, Founder and Author, Organized Jane

Technology Sector:

"I had the pleasure to attend Nicola's workshop on The Resilient Leader, Mindful Self Awareness for Self Care for Vancouver Women in Technology.

The energy, information and engagement that Nicola brought to the workshop was amazing. Nicola projected her genuine warmth, humour, and passion for leading and living mindfully in a way that was very accessible.

I definitely recommend her workshop for any organization looking to introduce the benefits of mindfulness to their employees and culture."

- Christina Florencio, Client Success Manager at OpsGuru, a Carbon 60 Company.



Program **Rate**

MINDSET OF A LEADER

The Art and Science of Resilience: Awareness and the Power of Neuroplasticity

Group training program over four weekly live virtual sessions

Standard Fee (up to 20 participants): \$8,750 plus GST.

Please enquire about rates for groups of more than 20 and for all four weeks delivered in person.

(Costs for location rental, AV equipment, food and beverage and travel beyond Metro Vancouver and the Sea to Sky region for the facilitator are additional).



CLARITYWORKS

Meet your Resiliency Expert

Nicola Bentley, IMTA, CMT-P

Nicola Bentley, IMTA, CMT-P: Based in Vancouver, BC, Nicola Bentley is a resilience educator and certified mindful leadership facilitator. She is the founder of ClarityWorks Training and the creator of the Power of Resilience workshops. Nicola trained as a mindfulness facilitator through UCLA's, Mindfulness Awareness Research Centre (MARC), Semel Institute for Neuroscience and Human Behaviour. She leads workshops for organizations to empower team members to bring resilience, clarity, purpose, and alignment to the demands of everyday leadership. She is also an executive leadership advisor.

Nicola brings twenty years of senior executive experience as a marketing strategist, facilitator, community and government stakeholder engagement specialist, and brand steward with Fortune 500 companies to her leadership talks and training programs. Nicola is also a leadership facilitator with WNorth Connect, a global organization supporting women in senior executive leadership and entrepreneurship. Her signature program: Resilient Leader training forms part of the Forum leadership program.

She is also a member of the board with Whistler 360 Health and Zero Ceiling .

Nicola has had a personal mindfulness practice for more than 25 years. Her practice is influenced by her main teachers: Shirley Johannesen, Michele McDonald, Diana Winston, and Marvin Belzer, PhD. She has also studied with leading experts in the field including Daniel Siegel, MD, Matthew Brensilver, PhD, Marc Lesser, Pema Chodron, Phillip Moffitt, and David Treleaven. Nicola also teaches yoga and attends mindfulness workshops and retreats throughout the year to support her own insights and practice.

For additional
information and to
arrange a team training
program for your
organization contact

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