



MMI Mindfulness@Work

Boost Your Company's Well-Being and Bottom Line

What if we could change the norms of workplace culture?

The workplace often leaves employees overwhelmed, drained and depleted. What if they could be creative, productive and engaged instead? **The Still State** addresses the stresses and challenges of the modern business environment. Studies show that practicing mindfulness and meditation changes the way the brain works. When employees learn this practice, the culture begins to shift, and the organization thrives. The program can be customized to meet the unique needs of your organization.



THE STILL STATE
MINDFULNESS INSTRUCTION

SHIFT. INTEGRATE. EXCEL.



Benefits of Mindfulness Training

Mindfulness training focuses on employee well-being, which has a direct impact on your company's bottom line. When employees are happier and less stressed, they are more productive, creative, and efficient. They are motivated and enjoy coming to work.

Participants often report

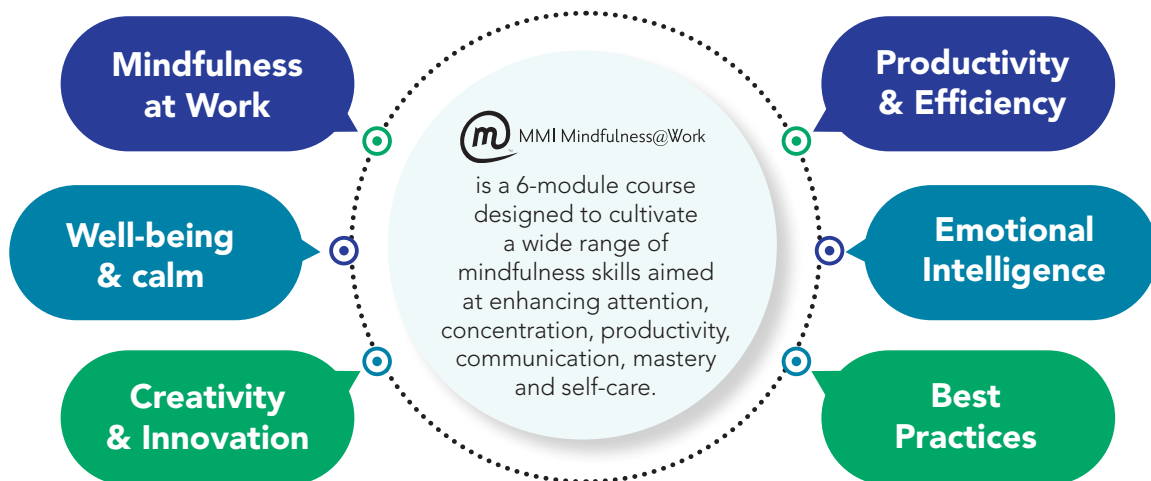
- increased mental clarity and focus
- better problem-solving skills
- improved work-life balance
- overall well-being.

Your organization will benefit from

- less absenteeism
- more productive employees
- reduced health care costs
- increased employee retention
- ability to acquire top talent



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The MMI Mindfulness@Work program can be delivered in a one-day session (9 a.m. to 4 p.m. with a one hour for lunch) or in a series of 6 one-hour lessons over multiple weeks. Each module includes:

- Welcome & Mindful Moment
- Guided Practice/Exercise for Personal Development
- Review of Take Away Practice from previous module
- Take Away Practices
- The focus of the Module
- Wrap-up & Q&A
- Case Study from Research

The MMI Mindfulness@Work program can be customized to suit any organization's needs. The program can also be extended to include an introductory session and additional coaching session.

CASE STUDY



More than quarter of Aetna's workforce of 50,000 has participated in at least one meditation class, and those who have report, on average:



28% reduction in stress levels



20% improvement in sleep quality



19% reduction in pain



Increased productivity by an average of **62 minutes per week** (worth \$3,000 per employee per year)

Demand for these programs continues to rise, and every class is overbooked.



The company has offered voluntary mindfulness programs to its employees in their Minneapolis headquarters since 2006 and as of late 2013, has trained 500 employees and 90 senior leaders.



83% were taking time each day to improve their personal productivity (up from 23% before the course)



82% now make time to eliminate tasks with limited productivity (up from 32% before the course)



80% had experienced a positive change in ability to make better decisions



89% of senior leaders said they were better listeners

Source: UNC – Kenan Flagler Business School; Bringing Mindfulness to the Workplace. 2014

http://www.kenan-flagler.unc.edu/~media/Files/documents/executive-development/unc-white-paper-bringing-mindfulness-to-the-workplace_final.pdf

Are you measuring productivity accurately?



In a study on productivity in the workplace, Global Corporate Challenge revealed a surprising phenomenon called **presenteeism**, in which employees are present at work but not productive. While many organizations measure absenteeism, it turns out presenteeism may have a higher association with being unproductive than taking time off. In fact, employees who show up but do not produce cost companies more than those who take time off. The good news is companies can reverse this trend simply by taking a holistic, person-centered approach to well-being.



\$150 Billion – Cost to U.S. businesses annually



25-60% – estimate for decrease in individual on-the-job productivity



4 – number of days lost annually to individual absenteeism



57.5 – number of days lost annually to individual presenteeism

Source: Sandy Smith, ehstoday.com

<https://www.ehstoday.com/safety-leadership/presenteeism-costs-business-10-times-more-absenteeism>

Meet the Trainer



Founder of The Still State Meditation & Mindfulness Instruction, **Marcy Westcott** spent 20 years in sales and management with American Honda Motor Company. There she experienced firsthand how stress and anxiety in the workplace affects both the well-being of people and a business's bottom line. Over the last 15 years as an entrepreneur, Marcy has served in leadership positions on boards of non-profits and civic organizations. She is certified as a Meditation & Mindfulness Instructor (CMMI) through the McLean Meditation Institute and has advanced certification in Mindfulness @Work, a program designed to train instructors to take mindfulness into the workplace.

Marcy works with individuals, businesses, and other organizations and is dedicated to improving well-being and quality of life in the business environment. Her mission is to help businesses and organizations shift their perspective and culture in order to reduce workplace stress and bring awareness to the importance of employee well-being.



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Let's Work Together • Contact

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