Thriving in times of change and uncertainty

Personal productivity, resilience & wellbeing in times of change and transition

Uncertainty and instability are the norm in today’s work environment. We are living and working in times of constant change. Change is nothing new. What is new is that the pace of change is accelerating.

When we worry, we often become excessively busy. Although we may think we are getting more done, research shows we are getting less done. This can lead to poor decisions, which lead to more worry, and so the cycle continues, leading to unhappiness, reduced mental performance, and stress.

Thriving in times of change and uncertainty combines cognitive neuroscience with mindfulness and practical strategies for developing resilience and maintaining well-being, both in the workplace and at home.

Learning to be more “mindful” has a number of benefits from both an individual and business perspective. Research demonstrates that:

- Mindfulness increases gray matter concentration in brain areas involved in learning and memory processes, emotion regulation, self-referential processing, and perspective taking\(^1\).
- Mindfulness enhances the speed with which attention can be allocated and relocated, thus increasing the depth of information processing\(^2\).
- Mindfulness decreases burnout and increases employee resilience and ability to cope under pressure\(^3\) \(^4\).
- Mindfulness reduces stress and illness\(^5\) \(^6\).
- Mindfulness improves relationships and teamwork\(^7\) \(^8\).

Until recently, it was thought that the adult human brain was fixed and immutable, hardwired in form and function, it was thought that when we reach adulthood, we were pretty much stuck with what we have.

Recent research has demonstrated that the adult brain retains impressive powers of neuroplasticity- the ability to change its structure and function in response to thoughts and experience. This has profound implications for us all. It means that out thoughts and experiences shape our brain, and as such, we can sculpt our brain to improve our happiness, personal effectiveness and well-being.

Thriving in times of change and uncertainty will teach you simple yet powerful techniques to train your brain to become more mindful. You will also learn how to positively harness the power of neuroplasticity and neurogenesis\(^9\) to break away from unhelpful habits and patterns of thought. You will learn to recognise thoughts as mental processes, and respond to them wisely, rather than defaulting to old autopilot responses and actions.

This programme, spread over a four-week period, consists of two full day workshops, linked by weekly half hour web seminars, and home practice. The programme is structured in this way to maintain momentum and maximise learning throughout the period.

The programme includes taught input, but the majority of time will be spent learning by experience to ensure you quickly embed new skills, knowledge and ways of thinking.
References


7 Mental Health Foundation (2010). Mindfulness Report (London: Mental Health Foundation)


9 Neurogenesis is the ability of the brain to add new neurons