



LEADING WITH COMPASSION - BUILDING SUCCESSFUL TEAMS & INFLUENCING CHANGE

Anuka Gazara-Anthony, Partner, Inseus

Webinar

Monday, 10 May 2021, 15:00 BST

A Word From Today's Chairman



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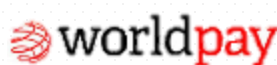
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Today's Agenda



- 15:00 – 15:05 Chairman's Introduction
- 15:05 – 15:35 Keynote Presentation – Anuka Gazara-Anthony
- 15:35 – 15:45 Questions & Answers

Today's Speaker



Anuka Gazara-Anthony

Partner

Inseus

INSEUS

*Leading With Compassion: Building
Successful Teams & Influencing Change*



How do you arrive?

**Transforming lives.
Empowering leaders.**





SOCIAL

business

RENT

ANALYSIS

Market

Stock

virus

economic turmoil

tax

Work

reality,

serious

hospitals

fears

worries

Pandemic

PANICKING

Perception,

health care,

struggl

unknown

nty,

social distancing

vaccine

NEWS

government

student debt

scope

ONLINE



COVID-19 Is a Significant Stressor for Most Americans



Nearly 8 in 10 (**78%**) say the coronavirus pandemic is a significant source of stress in their life



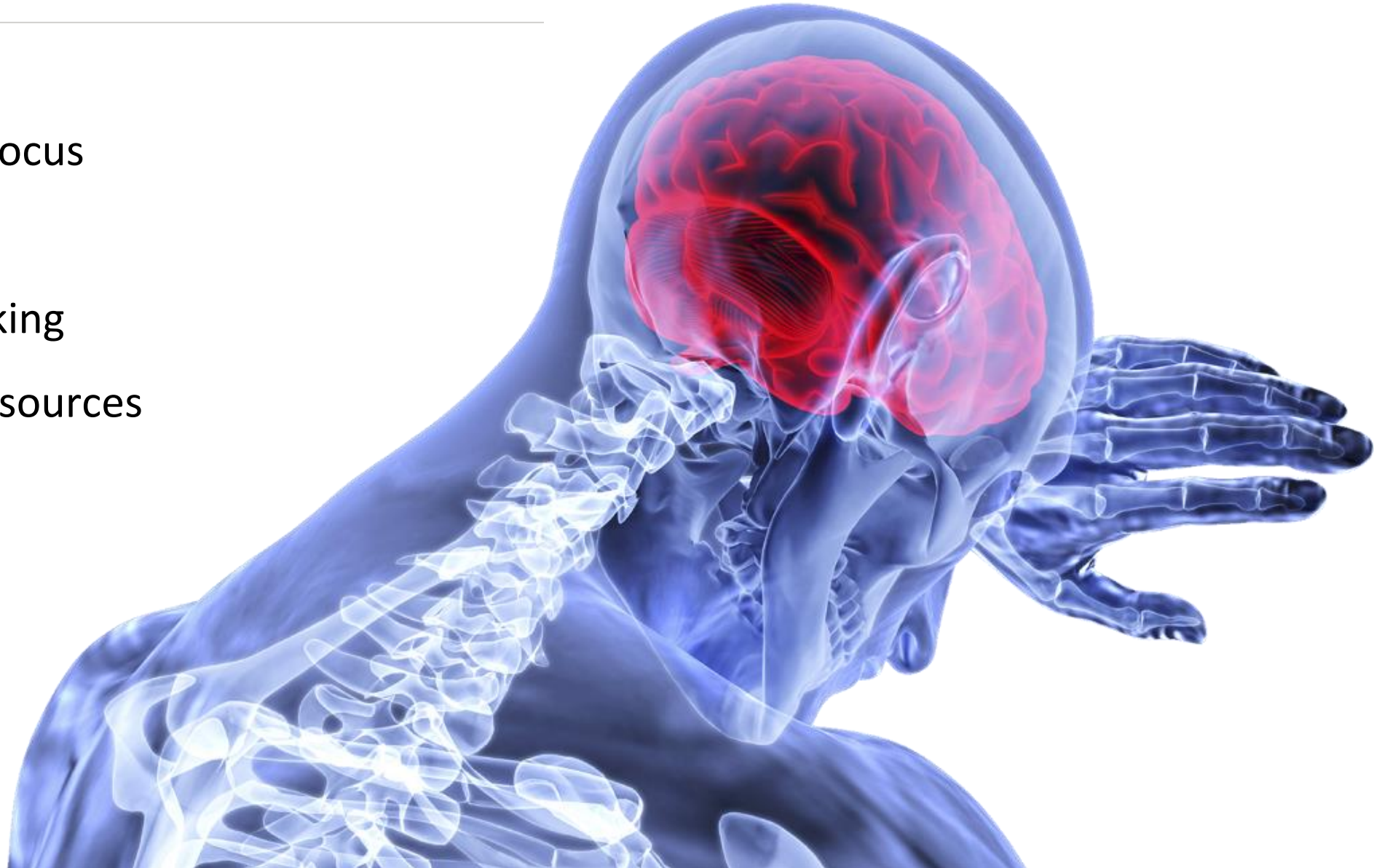
Nearly 7 in 10 (**67%**) say they have experienced increased stress over the course of the pandemic

The Impact

- 41% experiencing at least one adverse mental or behavioral health condition due to the pandemic
- Anxiety disorders are up 3x in 2020 vs. 2019
- Depressive disorders are up 4x in 2020 vs. 2019
- One out of 10 people reported that they started or increased substance use because of Covid-19 stress

Cognitive Response: Negativity Bias

- Limited ability to focus
- Rumination
- Catastrophic Thinking
- Underestimate Resources



What's the solution?

Empathy



What Google Learned From Its Quest to Build The Perfect Team.



What is Empathy?

- a) The ability to experience and understand what others feel
- b) while maintaining a clear discernment about your own and the other person's feelings and perspective.

What Empathy is not...

a) Psychologizing

b) Agreeing with the other person

Cultivating Empathy

- Empathy can be dialed up or down
- Self-Awareness = Empathy (Mirror Neurons)
- Social Conditions: Fairness & In/Out Group

Empathetic Listening

Identify a failure or disappointment that may happen in your life?

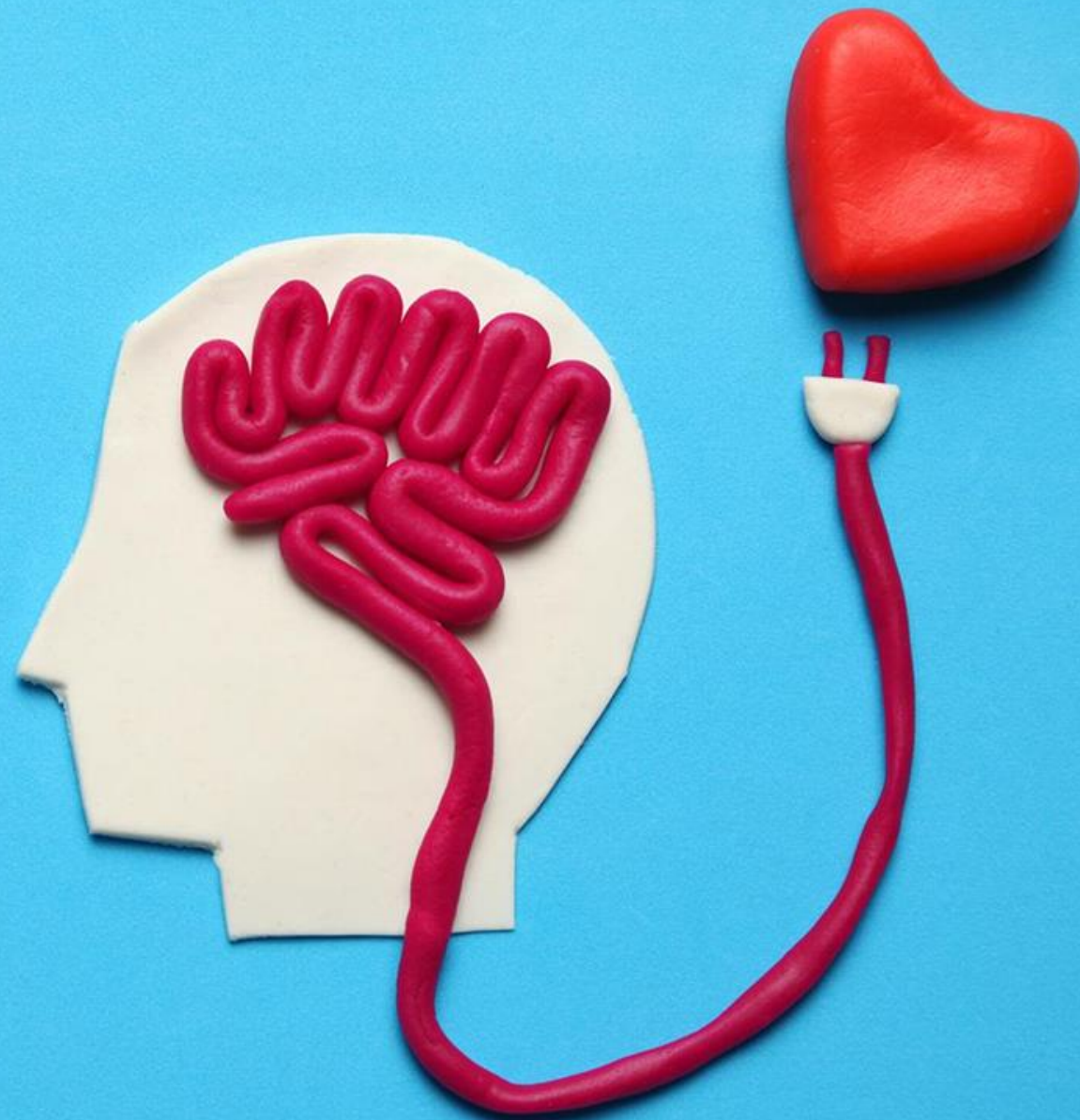
What does it look like if it comes true?

What is your relationship to its success & failure?

What values do you hold to meet this challenge with strength?

1. Person A talks, Person B listens.
2. B Says, “What I heard you feel is...”
3. A gives feedback and B responds until A is satisfied.
4. Switch.

Plug Into Self-Compassion





**THE POWER OF
SELF-COMPASSION**

with Dr. Kristen Neff

Self-Compassion Is...

Extending compassion to one's self in instances of perceived inadequacy, failure, or general suffering.

—Kristin Neff, Co-Founder, The Center for Mindful Self-Compassion

MINDFULNESS



COMMON HUMANITY





SELF-KINDNESS

Neurophysiological Benefits

- Lower levels of hyper-arousal & cortisol
- Reduced activation of the threat response system
- Increased immune function
- Healthier body image
- Greater awareness of negative emotions without being overwhelmed by them

Self-Compassion at Work

- Drives Positivity
- Improves job performance
- Reinforces growth mindset
- Decreases burnout and turnover
- Cultivates psychological safety—improving trust, collaboration, innovation, and commitment to team success

*Do you practice
kindness to yourself at
work?*

Nothing is so painful to the human mind as a great and sudden change.

Mary Shelley, author

Journaling Prompt

Ways I can be kinder to myself are...





Compassion = Empathy + **A**ction

In the Moment Practices

To Dial Up Empathy

- *Settle the mind, See a similarity, Extend kindness*
- *Micro Body Scan—Notice the body & sensations present. Feel your feet, legs, belly, back, chest, shoulders, hands, face, jaw, tongue, eyes, forehead, head.*
- *Noticing: What would be of service?*

A glowing lightbulb is the central focus, surrounded by numerous unlit lightbulbs. The glowing bulb is bright white, while the others are dark and unlit. The background is a dark, textured surface.

Commit

Integrate Mindfulness into Life

Practices in Review

- A Moment to Arrive
- Labeling: *Name it to tame it!*
- Compassionate Journaling
- Just Like Me Meditation
- *Settle the mind, See a similarity, Extend kindness*
- Body Scan Meditation (Micro or Macro)
- Noticing: *What would be of service?*
- Empathetic Listening

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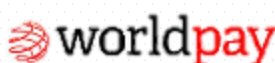
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Thank You For Listening



Forthcoming Events

- Mon, 10 May (15:00-15:45) Leading With Compassion - Building Successful Teams & Influencing Change
- Wed, 12 May (11:00-11:45) Everything Will Be Tokenized: The Future of Identity
- Fri, 14 May (11:00-11:45) China's Green Finance Strategy During The 14th Five-Year Plan
- Mon, 17 May (15:30-16:15) Sequence Risk: The Biggest Investment Risk You've Never Heard Of?

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