Programme Directors
Sari S A Mattila & Ramya Ranganathan

Dates
3-5 March, 2016

LEADERSHIP / HRM
Managing Stress through Mindfulness

Introduction

Are organisational dynamics draining you? Are worries overpowering you? Can you sleep well at nights? When did you last stop and take a deep breath? Wondering about these questions may lead you to discover that there is stress involved. Stress arises in everybody’s life at times, because we are not in full control of the outward world, and stress is a reaction to situations that overwhelm our capacity to manage it - at least temporarily. This is true of organisations as well.

Stress is part of life, because we cannot predict everything. However, there is a significant difference between being caught into long term stress or just having a short stressful moment, such as an unusual traffic jam when going to work. The longer stress is present, the more it affects the mind and body. This means lowered capabilities in decision making, learning and memory as long as stress is on (and even beyond). While there is good stress and bad stress, it is usually the bad one that we focus on, while both are in different ways important. Stress is not the same for all: It is experienced by persons in various ways. There are no simple solutions to all stressful situations. One needs to learn techniques and methods for planning, managing, relaxing and keeping mind clutter free. We can focus on our inward theatre, called the mind and its effect on the body. The multiple effects of different minds and bodies also have their reflections on organisation. Organisation can be seen as a body of people, and those who are in the organisation together create its force field. In that force field, the pulls and pushes of minds in their everyday challenges easily away from one end to another.

Research shows time and time again that stress is one of the most important attributes to keep in check. Stress contributes to variety of health challenges: It is mentioned often in connection with lower immunity levels, heart problems, depression and high blood pressure, just to name a few. It is seen as a trigger. Therefore, early recognition and interventions both individually and collectively will save both the individual and the organisation from long term effects.

In this programme, we develop ways to recognize stress, practices to avoid overburdening oneself and the organisation and finally, how to use different mindfulness practices in order to manage stress and stressful situations.

Mindfulness as a noun means quality of states of mind or it can refer to certain practices termed as mindful. In this programme, we use mindfulness in both senses as an umbrella term for various approaches, practices and states of mind-body. It is also important to understand that mindfulness is about ongoing processes and practices that are important in everyday life. Instituting such practices both enable a person to stay grounded and reality oriented, and also give tools to manage and work with instances where stress is likely to become overpowering. Welcome to join the journey!

Objectives

The objectives include:
- becoming more familiar with signs and symptoms of both individual and organisational stress;
- being able to design antidotes to stressful situations;
- being able to use methods and practices to reduce and manage stress;
- being able to avoid getting into stressful mind-set by introducing mindfulness practices;
- being able to introduce different practices that minimize stressful situations and introduce more open and positive alternatives.
- introducing ongoing practices that keep you from becoming overpowered with stress

Coverage

- What is stress? How does it arise?
- Recognising stress
- Myths of stress
- Stress in managerial life
- Stress management processes
- Organisational effects of stress
- Life-Balance and learning
- Keeping stress at bay
- Life and stress
- What is mindfulness? How does mindfulness help?
- Introduction to mindfulness cultivating practices in everyday life

Learning Methodology

This programme combines lectures, experiential practices, interactive sessions, peer-to-peer interaction and group work.

Who should attend

Executives in managerial roles, practitioners, entrepreneurs, teachers and leaders of educational institutions.

Number of participants

- MAX 24 persons
- Participants are selected on the basis of first come, first served.

PROGRAMME DIRECTORS

Sari S A Mattila

Dr Sari Mattila received her Ph.D. degree from Tampere University of Technology in the field of Management and OB/HR after an integrated Master’s Degree in Philosophy from the University of Joensuu (now part of the University of Eastern Finland). She has previously taught at IIMA, Institute of Management, Nirma University, Flame School of Business, and CEPT in India besides Tampere University of Technology and University of Turku in Finland. Her topics have included organisational Behaviour, Ethics, business Ethics, and Corporate Social Responsibility, Mentoring and Coaching, Socratic Dialogues, and Indian Values.

San’s current research interests include comparative study of management dynamics and dynamism in Finland and India; management styles and practices of woman entrepreneurs; critical citizenship; and wisdom, body and knowing in organisations. She is interested in FiloCafes, Socratic Dialogue and its applications, group dynamics, mindfulness, organizational chaos, psychosocial realities and applications of fiction in real life (and vice versa). Before her academic career, she has worked in industry in various positions of responsibility. Prior to that she was into competitive professional horseback riding. She has herself been doing mindfulness practices as part of her interest in experiential learning, counselling and therapy, yoga, mindfulness and vipassana. She has yoga teacher certificate from Bihar School of Yoga.

Ramya Ranganathan

Dr Ramya Ranganathan is an Electrical, Electronics, and Communications engineer from IIT Madras and holds a PGDM (MBA) from IIM Ahmedabad. Ramya worked in the corporate world with blue chip companies like ICICI, Infosys and Citibank, before she embarked on a quest to learn how she could help people (and herself) flourish better at work. As part of understanding the person-work relationship, Ramya studied organizational behavior and work-psychology at London Business School and she has a Masters of Research as well as a Doctorate in Management from London Business School. Ramya has now dedicated her career to helping people find joy and meaning through their work. For the last 4 years she has designed and taught courses, programs and workshops with this singular objective to both MBA students as well as working executives.

Ramya’s current research and teaching is in the areas of Personal values and attitudes, Flow, joy and creativity in work, Multiple Identities, Personal growth, Illusion of control, Personal mission, Career crafting, and Emotional intelligence. Ramya’s sessions have been acknowledged for the authenticity and sincerity she brings to her course content by virtue of only including strategies and tools that she has herself experimented with. Her style of teaching has also been appreciated for blending intellectual left brained logic with intuitive right brained reflection. Ramya attributes this to her mix of being trained in engineering and psychology. Ramya completed her yoga teacher certification from SVYASA Yoga Institute in 2004 and she has been experimenting with various self-development practices since then like Yoga, Vipassana, Reiki, Pranic Healing, and Emotional Freedom Technique (EFT).

Programme Directors

Sari S A Mattila & Ramya Ranganath

Venue:

Indian Institute of Management Bangalore

Last date for registration: 22 February, 2016

Programme Charges

Residential: Rs. 65,000/- (subject to availability of rooms on campus)
Non-residential: Rs. 57,500/-

Early bird cut-off date: 11-Feb-16
Residential: Rs. 61,750/-
Non-residential: Rs. 54,625/-

Please Note: *Please add service tax at prevailing rates to the programme fee.

Group discount (10%) may be availed for a group of 5 or more participants from an organization for a programme, on upfront payment before the start of the programme.

All enrolments are subject to review and approval by the programme director. Joining Instructions will be shared with the organization if sponsored or to the participants on selection. Kindly make your travel plans only after you receive the acceptance letter from IMB.

A certificate of participation will be awarded to the participant by IIMB on completion of the programme.
The Indian Institute of Management Bangalore (IIMB) has been ranked for the seventh successive year as the No. 1 Business School in Central Asia by Eduniversal, a French Consultancy Group. IIMB has obtained the European Quality Improvement System (EQUIS) accreditation awarded by the European Foundation for Management Development (EFMD). Established in 1973, IIMB today offers a range of post-graduate and doctoral level courses as well as executive education programmes. With a faculty body from amongst the best universities worldwide, IIMB is fast emerging as a leader in the area of management research, education and consulting.

IIMB’s distinctive feature is its strong focus on leadership and entrepreneurial skills that are necessary to succeed in today’s dynamic business environment.

Registration

Please logon to IIMB website www.iimb.ernet.in/eep for registering online. Do feel free to get back to us if you should have any clarification.

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The programme fee should be received at the Executive Education Office before the programme commencement date. In case of cancellations, the fee will be refunded only if a request is received at least 15 days prior to the start of the programme. If a nomination is not accepted, the fee will be refunded to the person / organization concerned.