



Berner Fachhochschule
Haute école spécialisée bernoise
Bern University of Applied Sciences

How IDGs and Mindfulness will save the world

Workshop Alexander Hunziker 1.9.2023



Prof. Dr. Alexander W. Hunziker

Lecturer for Mindfulness and Positive Leadership, BFH

- ▶ Economics, psychology and management sciences
- ▶ Further education in psychology / mindfulness
- ▶ Strategy consulting and OD
- ▶ Head executive MBA program
- ▶ International experience - GER, JAP, SA, USA (Harvard)
- ▶ **Seminars & trainings**



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Take away



- ▶ IDG's are the **human qualities** we need to foster in order to reach the SDGs.
- ▶ **Mindfulness trainings** improve most of the IDGs.
- ▶ **Mindfulness programs** are ready.
- ▶ We should now **start teaching** mindfulness at large scale in higher education. *With well-trained teachers.*
- ▶ **These claims are relevant to the planet and to you.**

Agenda



- ▶ What are IDGs?
- ▶ **What is mindfulness?**
- ▶ How can we proceed and scale?

IDGs

Why haven't we solved the climate crisis, yet?

- ▶ Technology is not the problem.
- ▶ Economy is not the problem.
- ▶ Politics is not the problem.

- ▶ Greed is the problem.
- ▶ Fear is the problem.
- ▶ Self-centeredness is the problem.

- ▶ **What qualities do we need to foster individuals?**
 - ▶ For the planet to survive?
 - ▶ For the digital transformation to pay off?



INNER DEVELOPMENT GOALS

Transformational Skills for Sustainable Development

<https://vimeo.com/657361309>

IDG

- ▶ <https://www.innerdevelopmentgoals.org/>
- ▶ a non profit organization
- ▶ International Team - Roots in northern Europe

Senior Scientific Advisors

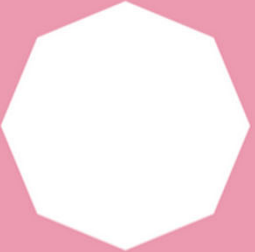
- ▶ **Amy C. Edmondson**, Ph.D., Harvard Business School
- ▶ **Jennifer Garvey Berger**, Ph.D., Harvard University
- ▶ **Robert Kegan**, Ph.D., Harvard University
- ▶ **Renée Lertzman**, Ph.D., Cardiff University
- ▶ **Otto Scharmer**, Senior Lecturer, MIT Sloan School of Management
- ▶ **Peter Senge**, Senior Lecturer, MIT Sloan School of Management
- ▶ **Daniel J. Siegel**, MD UCLA

What are we the NOT teaching?



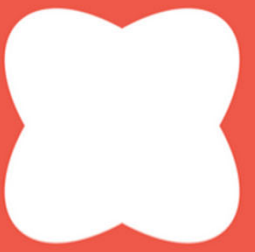
1 Being
Relationship to Self

- Inner Compass
- Integrity and Authenticity
- Openness and Learning Mindset
- Self-awareness
- Presence



2 Thinking
Cognitive Skills

- Critical Thinking
- Complexity Awareness
- Perspective Skills
- Sense-making
- Long-term Orientation and Visioning



3 Relating
Caring for Others and the World

- Appreciation
- Connectedness
- Humility
- Empathy and Compassion



4 Collaborating
Social Skills

- Communication Skills
- Co-Creation Skills
- Inclusive Mindset and Intercultural Competence
- Trust
- Mobilisation Skills



5 Acting
Enabling Change

- Courage
- Creativity
- Optimism
- Perseverance

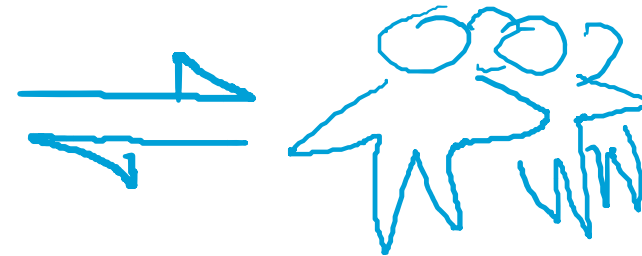


Mindfulness

What is Mindfulness ?



Mindfulness works ... it's a leadership skill



Körper

Mental

Verhalten

Meta-studies

- * ([Lomas et al. 2016](#))
- ** ([Jayawardene et al. 2017](#))
- *** ([Hu et al. 2022](#))

Health*

- ▶ Blood pressure
- ▶ Constant stress hormones ([Carlson et al. 2007](#))
- ▶ Immune system (Davidson et al 2003; [Vitek-Janusek et al. 2008](#))
- ▶ Brain structures (Neuroplasticity) ([Hölzl et al. 2011](#))

Stress*/** ; Burnout*

- ▶ Receptivity, Non-verbals, Concentration, Flexibility ([Moore Malinowski 2009](#))
- ▶ Resilience (Burnout prevention)
- ▶ **Life satisfaction** (Davidson et al. 2003, [Khoury et al. 2015](#))

Performance* ; Empathy***

- ▶ Bargaining capacity ([Aiwa 2013](#))
- ▶ Creativity, Solution orientation (Langer 2005, [Greenberg et al 2012](#); [Harvey/Kudesia 2023](#))
- ▶ Prosocial behavior ([Schindler/Friese 2022](#), [Reb/Narayanan/Ho 2015](#))

Mental Presence Exercise

Readability test. If you can't read this well, place yourself such that you can.

Mental Presence Exercise

- ▶ **Bring attention to your belly. Be interested in perceptions from there.**
Treat any unpleasant perceptions with friendly interest.
- ▶ **Perceive the hands.**
Contact with other parts of the body, with furniture or with the air. Detect any tension in the hands.
- ▶ **Feel the arms.**
Feel all body perceptions from the arms and shoulders.
Then, if necessary, roll them a bit and feel again.
- ▶ **Feel the neck and throat.**
- ▶ **Feel the jaw, perceive the face.**
Gradually soften the jaws and facial muscles.
- ▶ **Feel the breath.** Observe where and how exactly the breathing movement becomes noticeable.
- ▶ **Feel the entire body.**
From head to toe – and breathe at the same time.
- ▶ **Now: Smile.**
And linger in body awareness for a moment.



**Ability to reach a state
where your mind is clear and calm
«on demand».**



Individual ability	reach a state where your mind is clear and calm «on demand».
leveraging other own abilities	Make good use of this ability.
face2face	Soothing the mind of people, you talk to.
team	Establishing habits of calmness and clarity among people who know each other.
organization	Establishing rules / a culture of calmness and clarity among people who don't know each other.

«Presencing» / U-Theory



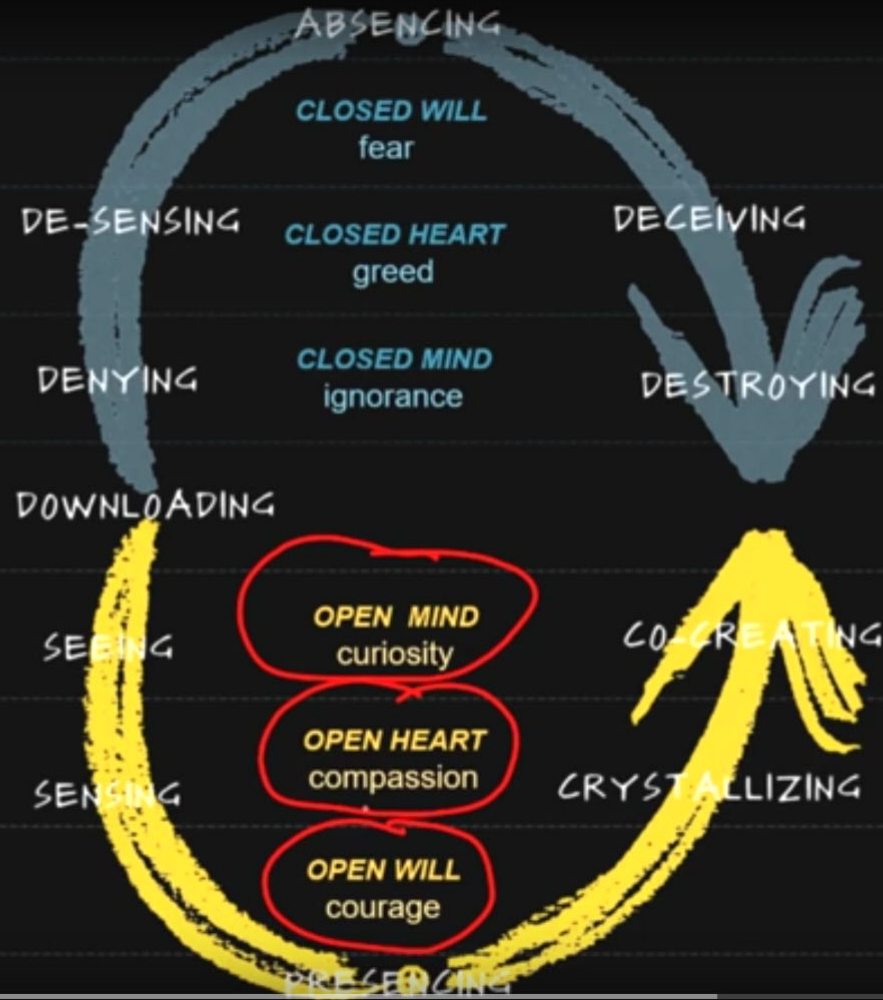
u.lab 0x: Presencing and absencing



Später ansehen



Teilen



WEITERE VIDEOS



1:19 / 6:33



Presencing Institute - Otto Scharmer - www.presencing.com/permissions/



PRESENCING INSTITUTE



YouTube



Otto Scharmer, MIT

Mindfulness works: research



Meta analyses “workplace”:

- ▶ **Health, Stress, Burnout, and performance / Empathy** ([Lomas et al. 2016](#)) / [Hu et al. 2022](#))
 - ▶ lasting effects ([Jayawardene et al. 2017](#))
 - ▶ Effect stronger when combined with positive psychology ([Pang/Ruch 2017](#)) ([Ivtzan et al. 2018](#))

Further studies:

- ▶ **Creativity**, Solution orientation ([Langer 2005](#), [Greenberg et al 2012](#))
- ▶ **Life satisfaction**, «happiness» ([Davidson et al. 2003](#))
- ▶ **Bargaining capacity** ([Aiwa 2013](#))
- ▶ **Prosocial behavior** ([Reb/Narayanan/Ho 2015](#), [Hafenbrack et al. 2020](#))
- ▶ **Non-discriminatory behaviour** ([Luecke& Gibson 2016](#))
- ▶ **Constructive conflict resolution** ([Kay/Skarlicki 2020](#))
- ▶ **Better listening** ([Anderson 2012-2013](#), [Taraban et al. 2017](#))

*Mindfulness is highly relevant from a business point of view!*²¹

See also [Keng et al. \(2011\)](#)

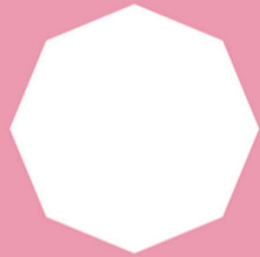


Mindfulness Training



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- Presence



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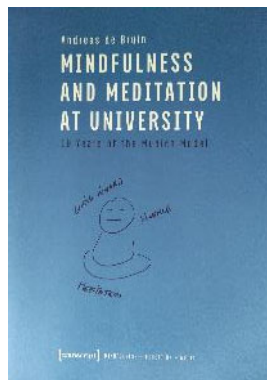
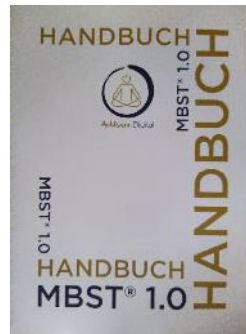


5 Acting Enabling Change

- Courage
- Creativity
- Optimism
- Perseverance



Programs in place



- ▶ **MBSR (40 years)**
- ▶ **MBST – achtsame hochschulen.de (>10 years)**
- ▶ **Munich Model (>10 years)**
- ▶ **BFH: «Mindful Leadership» 7 years**

<https://www.bfh.ch/de/weiterbildung/fachkurse/mindful-leadership/>

What would it take to start at your school?

Research



www.themindfulnessinitiative.org/reconnection

Germany: Konferenz & Fachtagung „Achtsamkeit in der Bildung“ 2023



UNIVERSITÄT
LEIPZIG

DE | EN

DIREKT ZU



INTRANET



BARRIEREFREI



SUCHE



MENÜ



Zentrum für Lehrer:innenbildung und Schulforschung Konferenz Abik



21. & 22. September 2023

**KONFERENZ &
FACHTAGUNG
„ACHTSAMKEIT IN
DER BILDUNG“
2023**

► 21. & 22. September 2023

Thanks

for your
curiosity and
your presence.



