



BALANCE

Build Resilience for Optimal Performance



GAIA Insights

Transforming Leaders

A person is seen from behind, sitting in a meditative lotus position on a sandy beach. They are wearing a dark red tank top and dark pants. The ocean is in front of them, with gentle waves washing onto the shore. In the distance, there are several small islands or rock formations under a sky with soft, colorful clouds from a sunset or sunrise. The overall mood is peaceful and contemplative.

»Self-care is how you take your power back.«

Lalah Delia

Why Build Resilience And Vitality?

We only have one life. If we are to live it to the fullest – sharing it with the organizations we serve, as well as the people we love – we must take care of ourselves. At GAIA Insights, we call this balance and we believe it is a vital leadership skill.

In today's world, business leaders operate in a challenging and complex environment. Change is constant and uncertainty is all around. Stress and anxiety are on the rise, and at the same time the demand for innovation is relentless. In this context, it is not surprising that even the most competent leaders can struggle to perform consistently at their peak.

Simplistic work-life balance measures no longer cut it. Physical well-being and mental health are a human priority and essential for business continuity. If leaders and organizations are to sustain high performance then building physical, mental and emotional resilience, vitality and spiritual balance are equally necessary to confront daily challenges and create healthier, happier and more effective teams.

**It's time to take care of yourself, so you can take care of others.
It's time to balance your life.**



“This program is for the courageous and bold amongst you. Those who are not afraid to explore a new path, to see the world of work differently and to understand that to achieve optimal performance, balance is vital.”

PAUL ELIAS, GAIA Insights



What Is Sustained High Performance?

Sustained high performance reflects the ability of leaders to remain at the top their game in challenging times; to consistently be of value, both at work and in life outside of work. But... do you sometimes feel overwhelmed by the demands and duties you face on a daily basis? Striking and sustaining high performance does not have to be some far-fetched, unattainable ideal or destination that you ‘reach’. It is a lifelong journey, based on exploring the habits and behaviors of the person behind the leader, which can help you optimize impact in your personal and professional life.

Balanced Leaders:

- Adopt small but effective behavioral changes for better time and task management – and help others do the same
- Understand the importance of nutrition, movement, mindset and recovery for optimal performance
- Embed life-long habits for sustainable energy management for themselves and the people they lead
- Implement stress management strategies, recognize triggers and learn how to contain them
- Embrace an improved work-life balance to be more present, effective and productive

Balanced Leaders maintain their energy day in and day out. BALANCE is here to show you how.

The Business Case

The 21st century has witnessed a worldwide epidemic of poor mental health and related illnesses – an estimated 275 million people suffer from anxiety, and a practically equal number from depression. In 2019, the World Health Organization included “burn-out” as an occupational phenomenon in its International Statistical Classification of Diseases, describing it as a syndrome resulting from chronic workplace stress.*

Poor health and well-being clearly spill over to professional life, and businesses absorb significant costs of related absenteeism as well as staff turnover. Leaders cannot manage teams effectively if their balance is off. Besides, smart employers realize there is a growing expectation for corporations to take their wider societal responsibilities more seriously. Among other things, this involves recognizing that families of employees are important stakeholders and that effectiveness in the workplace and being fully present at home are not mutually exclusive.

**The current way of working benefits no one.
Clearly, something needs to change.**

* Sources:
<https://www.who.int/news/item/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases>
<https://www.weforum.org/agenda/2019/01/this-is-the-worlds-biggest-mental-health-problem>

What Is BALANCE?

BALANCE by GAIA Insights is a leadership journey designed to teach leaders how to adopt high-performance habits to increase and maintain productivity and effectiveness.

The punishing schedule of many modern leaders means that all too often, physical health is one of the most neglected areas of personal well-being. Yet good health is a prerequisite to perform in all areas of life. And how many leaders battle with self-criticism, imposter syndrome or other unhelpful narratives? Building mental resilience and developing strategies to manage emotions more effectively is fundamental to master leadership challenges and role model balance for others.

Is there a place for spiritual wellness at work? Absolutely, and corporations neglect it at their peril. Increasingly, employees are seeking purpose and craving a deeper sense of meaning in their work. People want to contribute to something greater than themselves.

All of the above is part of BALANCE, which aims to bring benefits to business while meeting the needs of those people who energize the organization.



“Ultimately promoting better balance in ourselves, our teams and the wider organization is a win-win. Employees who exhibit physical, mental, emotional and spiritual health will be more engaged, creative, productive and fulfilled.”

ESTHER VAN DER HAM



Your Business Benefits

- Apply practical tools on-the-job immediately
- Implement lasting high-performance habits for leaders and their teams
- Build greater leader resilience and effectiveness
- Enjoy healthier, happier and more productive employees
- Create a stronger sense of meaning and fulfillment in the workforce
- Decrease absenteeism and staff turnover
- Attract talent with a more appealing employer brand

Balanced ways of living and working make business sense: They shape organizational culture and have a direct impact on talent management, productivity and performance.



Testimonials

Our programs deliver tangible business results. Don't just take our word for it. Here is what our clients and participants say:

»I learned how to manage not only my time but also my energy. I apply toolbox of methods on a daily basis now. The business impact is that I am more effective and resilient.«

STEFAN HUYVENEERS, HEAD OF CYBER SECURITY CONSULTANCY, NETHERLANDS

»I would never have imagined the impact and long-lasting effect. I learned to master my time and task management, be energized, and be a great role model for the team.«

SIMONE POPP, ASSOCIATE DIRECTOR, SWITZERLAND



“Participants will explore the negative patterns and derailers we succumb to all too often. Balanced leaders understand their own drivers and habits, and create beneficial practices to improve their well-being, resilience and balance.”

ADIE SHARIFF



How Does BALANCE Unfold?

BALANCE by GAIA Insights builds resilience and vitality so leaders and organizations can optimize their performance. Our expert facilitators cover the practical angles of physical, mental, emotional and spiritual balance, while also touching on science, psychology and mindfulness – all strictly applied to leadership.

Phase 1: Equalize

Understand the physiology of your body and brain. Implement sustainable routines around nutrition, exercise, mindset and recovery by identifying what works for you and striking your individual balance.

Phase 2: Energize

Lead with increased effectiveness and vitality. Learn and apply tools and techniques to better manage your energy, stress and time to master your leadership challenges

Phase 3: Sustain

Create and maintain your vision of balanced ways of living and working, for improved effectiveness and physical as well as mental resilience. Today, tomorrow and beyond.

How Is BALANCE Structured?

BALANCE can be delivered via a choice of formats and durations to suit your personal and/or organizational needs and preferences. The length and depth of the blended approach detailed below can best be experienced over a 12-month period. However the program can also be tailored, for example around a current project, as part of an existing development initiative, a leadership offsite or similar.

Depending on the chosen design, the rich content is delivered in micro-learning steps through a blended approach that combines:

- Personalized development through individual mentoring, on-the-job practice, reflection and journaling
- Social learning through group engagement, peer coaching and learning buddies
- Virtual learning using webinars, podcasts and further curated content
- Immersive live modules, virtually and/or face-to-face (if and when possible)
- Measurable learning progress via a customizable impact assessment
- Optional: Stress and anxiety testing, medical screening, individual coaching and virtual community





»We need to do a better job
of putting ourselves higher
on our own 'to do' list.«

Michelle Obama

How Can BALANCE Be Customized?

Do you sense a need for BALANCE in your organization?

Get in touch with GAIA Insights so we can co-create a unique, tailored solution for you.

Together with our subject matter experts, we will navigate a canvas of content options with you, help you select what is most applicable to your business, and turn those design elements into a personalized learning journey, applying our trademark craft of holistic program orchestration.

Some clients have chosen to include individual and strictly confidential medical intake examinations for participants. The results of these exams form the basis of their personalized development plan, thus addressing concrete inhibitors to sustained high performance. With professionally qualified experts in our partner network, we have consistently proven participants' progress and generated business impact that often delivers an ROI far exceeding the initial investment.

Our team will be happy to explore the different options with you.



Does This Resonate With You?

Contact Justine Benson or James Salter to find out how your organization can benefit from choosing to partner with **GAIA Insights**. We look forward to talking to you.

transforming.leaders@gaia-insights.com

About GAIA Insights

GAIA Insights is a virtual boutique firm providing customized leadership development solutions that participants describe as “life-changing”. Since 2012, we have designed and delivered premium programs around the world that are highly personalized, for sustained results. Together with carefully selected experts from our global network we develop authentic, inclusive and courageous leaders who lead from within.

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