



## **MEDITATION**

**ASPIE** social skills program

**INTUITA** program for busies creatives

**MEDIATION** conflict resolution

# MEDITATION

One of the most wide spread problems that business organizations have today is the employee's inability to properly and swiftly reduce stress levels. Meditation is a scientifically proven method that reduces stress levels, regulates emotions, causes better psychological balance, improves focus, memory, concentration, and stabilizes physiological aspects like high blood pressure, sugar and fats in blood, digestion and insomnia.

## 1. BREATHING EXERCISES

Short and shallow breath patterns activate stress hormones, adrenaline and cortisol, and they further on activate the whole sequence of physical symptoms that are very harmful for health long term. Conscious breathing, in a specific rhythm, has a direct impact on the reducing stress hormones production, that in consequence has the high blood pressure, cholesterol and blood sugar reduction, faster elimination of toxins, improves sleep and enables faster stress release after work.

## 2. MINDFULNESS

This is a form of attention and focus meditation for reducing over-thinking and mind wandering. Focus training improves perception and concentration. Improved awareness of the body and emotions influences proper self-care and prevents burnout syndrome. Mindfulness programs are implemented by many schools, hospitals, companies and state institutions around the world. Many scientific research have proven the effectiveness of this method on the various health and psychological issues.

## 3. TUMMO

Advanced meditation for improving energy levels, mood stabilization, focus and concentration enhancement. Very beneficial for energy depletion and depression. Crucial for creative tasks because it helps a person to connect to inner creative potential. Helpful for the tasks that require long hours of focus and concentration.

## Upon completion of the seminar participants will be able to

- learn how to breathe properly
- better understand their energy flow and how to manage it
- have more control over their emotions
- manage stress and release it more promptly
- acquire better work-life balance
- reduce anxiety, tension and depression
- receive tools for life that help in stress regulation

**Who should attend the program:** all willing to learn to meditate.

### Program price

**BASIC PROGRAM** 1 day 9-17h – 8500 kn. / 1150 €

**OPTIMUM PROGRAM** 2x1 day 9-17h – 16000 kn / 2150 €

**MASTER PROGRAM** 4X1 day 9-17h - 32000 kn / 4300 €

For groups up to 20 participants.

Recommendation OPTIMUM PROGRAM 2x1 day with one week between sessions that enables participants to practice at home during the week which enables follow-up of the progress. Participants in that case have the opportunity to have their questions answered and receive further instruction or guidance.

Hours and groups can be adjusted to your needs.

# ASPIE© SOCIAL SKILLS PROGRAM

Many people, especially in IT sector has problem with social skills. The reason for that issue is also physiological because of the more active logical brain area of the people in that particular line of work. Social skills are being processed in the intuitive part of the brain that handles emotions and that process is subconscious. The result of this process is our natural, spontaneous processing of the nonverbal cues in interpersonal relations, and this ability varies from person to person. The problem of improper processing of the nonverbal communication – gestures, face expressions and voice tonality influences our personal and work areas of life. That's why a neurotypical person will say something clumsy, inappropriate for the situation, or insulting, and all without intention to be hurtful.

The whole process of social skills learning is similar to learning a foreign language in which we develop the ability to notice social cues, and implement the right response in verbal and nonverbal way.

This problem is a challenge to managers and employees, Neurotypical persons are often the most valuable asset to organizations because of their great creativity and technical skills. We need to learn how to communicate in the right way, so the creativity, cooperation and interpersonal relations would reach their optimum.

**Hyperfokus** - *maintaining a long and deep focus on a subject or a theme, which an average person is not able to do, is one of the most valuable personal traits of a neuroatypical person, often a genius.*

## Positive aspects of a neuroatypical person

- great ideas, innovative thinking, deep visualization and vision, sees possibilities and connections other people can't see
- possibility of fast release of problems, new insight and view from a different angle not visible to other people
- resolving difficult problems that average persons find overwhelming
- great persistence
- hyperfocus

Neuroatypical persons examples: Steve Jobs, Einstein, Sheldon Cooper – Big Bang Theory.

## Upon completion of the seminar participants will be able to

- learn to recognize nonverbal cues in communication
- react in right time and with right words in social situations
- understand better self and others that leads to better self-confidence
- what to say and how to react in different social situations
- learn to express personal opinion and emotions properly and function better in teams
- embrace personal values and reduce stress

## Managers will

- learn to recognize neuroatypical employees
- understand better the differences in personal traits of the employees
- delegate tasks in line with employee's abilities
- leave enough creative space to people with creative potential
- reduce frustration and anger because of the dysfunctional communication patterns
- learn methods of communication, enticement, motivation and reward
- create a better functioning teams

**Who should attend:** all who wish to improve their social skills.

## Program price

**BASIC PROGRAM** 1 day 9-17h – 10500 kn. / 1400 €

**OPTIMUM PROGRAM** 2x1 day 9-17h – 19000 kn / 2550 €

**MASTER PROGRAM** 4X1 day 9-17h - 39000 kn / 5250 €

For groups up to 20 participants. Hours and groups can be adjusted to suit your needs.

# **INTUITA© PROGRAM FOR BUSINESS CREATIVES**

Intuition is a natural human trait that developed through the evolution process to aid human survival. In the intuitive part of the brain the information is being processed unconsciously, and then they are returned to the conscious mind in a form of emotion, instinct, sudden thought, vision or idea. In the entire human history the success of a business endeavor is closely tied to development of new ideas, which is most obvious today in a modern world. Classic education does not create a fruitful environment for development of intuitive skills, since it is based on logical mind. That's why it often happens the greatest entrepreneurs and creatives of modern time have left the classic education to jump into creative business endeavors. INTUITA program helps people to develop their creative potential through the exercises that trigger intuition. We learn to recognize intuitive signals, trust them and act spontaneously upon them, which leads to outstanding creative results. Since creative people are often introverts, we will learn in more detail the difference between introverts and extroverts and their basic needs in functioning within a business setting. This is important information to managers and business organizations since the fundamental needs of this two groups are very different, and that has a profound effect on the possible business results. The introverts also have a greater level of passive aggressive behavior that manifests itself as being late, avoidance, forgetfulness, not meeting deadlines and procrastination, which can have a strong impact on business goals. Creative types also feel and think a lot, but are difficult to verbalize their opinion, they get withdrawn and tend to avoid conflict. Here we learn to communicate our opinion, and managers learn to extract the valuable opinion from the creative employees.

## **Upon completion of the seminar participants will be able to**

- improve creativity in production of new ideas and business solutions
- learn to hold psycho-physical health in balance because of the clearer observation of our fatigue, body signals, and needs
- communicate about the problem earlier and prevent conflict accumulation

- accept change and release old patterns more easily
- properly notice body signals – health preventive
- successfully balance work and private time
- subconsciously decide to call a client when he's in the mood to say “yes”

## Managers will

- learn that introverts and extroverts function in a different way and subsequently they will organize work conditions that fit their needs
- learn how to communicate with creative employees in order to reach best business result
- develop more confidence because of the better understanding of the creative types
- foresee problems and conflicts and prevent them in good time
- recognize the passive aggression patterns and successfully resolve them

**Who should attend:** INTUITA program is useful for creatives but also other profiles. We all benefit from intuition. Perhaps this seminar is even more needed for the profiles that work primarily in logic – like lawyers, accountants, IT sector, architects etc. in order to better govern priorities, psycho-physical state and interpersonal relations. Creatives will develop further their abilities and ingenuity.

## Program price

**BASIC PROGRAM** 1 day 9-17h – 9500 kn. / 1280 €

**OPTIMUM PROGRAM** 2x1 day 9-17h – 18000 kn / 2420 €

**MASTER PROGRAM** 4x1 day 9-17h - 36000 kn / 4840 €

For groups up to 20 participants. Hours and groups can be adjusted to suit your needs.

# MEDIATION

Civil mediation is a facilitation process between two or more parties in a conflict outside court. Mediator is a neutral person that helps to resolve the conflict in a constructive way so that both parties are satisfied with the outcome. In a Croatian language mediation is translated as “peacemaking” even though more direct translation would be “one who is between”.

Mediator is a facilitator, a person that helps both parties in a conflict to constructive communicate and reach mutually acceptable resolution. It is a process that often takes place between a company and employee, but could also take place between institutions, countries or family members. If there are difficult emotions, anger and blame, mediator can often help to reach the settlement without a court procedure. A lawyer can be present at the case, and can help form a final contract based on the agreement that was reached by both parties.

## Why mediation?

Conflict is an overall unpleasant state that drains our energy, health and peace of mind. Everybody strives to resolve the conflict as soon as possible. Court processes are expensive and lengthy. If both parties manage to settle the conflict early, it saves money, health and time. Lawyers are usually not inclined to resolve the conflict because they make money on the length of the litigation process.

## How does the process of mediation begin?

Usually one of the parties in the conflict calls the mediator. He or she can after that contact the other party and see if there is good will to enter the mediation process. The other option is that both parties ask for the mediation jointly, which would be a good indicator they both wish to reach settlement.

## Mediation success

The average success rate is around 85%. This is a high percentage, because most people actually want to reach a deal and they don't want to spend too much energy and money on a lengthy litigation. Sometimes, regardless of the effort, mediation is unsuccessful. Perhaps one of the parties might think they have a better chance in court. One of the clients could have strong negative emotions and doesn't want to make a deal.



## How does a process of mediation look like?

1. Introduction to the mediation subject (conflict) and personal talk with both parties.
2. Determination of strategy. Mediator can decide the joint discussion at the table is a better way, or he/she might consider separating the parties to two different rooms, preventing contact. Mediation can take place at the each parties premises or over the phone.
3. Creating the final contract based on the mutual decision, that can be aided by an attorney.

**The price of mediation** depends on each case.

Basic price per hour is 100 €, plus travel expenses.

## SEMINAR AND TRAINING LEADER



**ZRINKA JANČIĆ**, studied journalism in Zagreb, Croatia, Buddhist psychology in UC Berkeley USA, an author, director, motivation speaker, regressive therapist, mediator and founder of Golden Letter, association for education in human values. More than 25 years experience in counseling, mediation and coaching. Member of Community Boards mediation and conflict resolution, oldest civil mediation organization in San Francisco, USA. She has spent many years in India and Asia learning meditation. Gathering many years of experience, knowledge and research she designed practical and inspirational life-coach trainings and seminars. Works as an intuitive counselor for company owners and business professionals world wide, especially startups.

Seminars and lectures can be held in English and Croatian language. Duration, timing and structure of the seminars can be adjusted to fit your needs. Part of the proceeding are intended for the creation of the meditation retreat center in Croatia.

## CASE EXAMPLE

**BLACKSTONE IP**, an intellectual property company based in San Francisco, that was recently chosen by Yahoo to facilitate the sale of their patents, asked for the INTUITA program and MEDITATION program for their employees. Workforce made mostly out of lawyers, considered that the training in the intuitive skills was just what they needed as a counter balance of their use of the logical mind. They discovered the intuition in the contacts with the clients is a great help and advantage, and they significantly improved the work-life balance and stress levels.

## ORGANIZATION AND PAYMENT

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