

# search inside yourself organizational teacher training

## PROGRAM GUIDE



**siy global**

# welcome

Build a future-ready and thriving organization by making emotional intelligence, mindfulness, and effective leadership a core part of your learning, development, and well-being strategies.

The beginning of this decade brought complex challenges to our personal and professional lives. The pandemic, war, economic distress, inflation, and so many other local and global factors have made it difficult to sustain our well-being and fully engage at work.

It's not a surprise to see that we're experiencing **unprecedented levels of stress and burnout at work**. According to [Gallup's Global Workplace Report](#) (2021), the world's working population reached an all-time high for experiencing stress with 44% of respondents in over 100 countries claiming to have experienced it. [Mind Share Partners' 2021 Mental Health at Work Report](#) also found that 84% of respondents said their workplace conditions had contributed to at least one mental health challenge.

In addition, the pandemic highlighted the importance of **human connection and finding meaning at work**. With the temporary or permanent shift to working remotely, the value of collaboration, empathy, compassionate leadership, sense of belonging, and human interaction increased.

[Gallup](#) found that "60% of people are emotionally detached at work and 19% are miserable [...] Yet, **business units with engaged workers have 23% higher profit compared with business units with miserable workers**." Additionally, teams with thriving workers see significantly lower absenteeism, turnover, and accidents, and they also see higher customer loyalty.

The impact of supporting employee engagement, and thriving doesn't stop at the individual but has a wide array of positive outcomes on the organization as a whole.

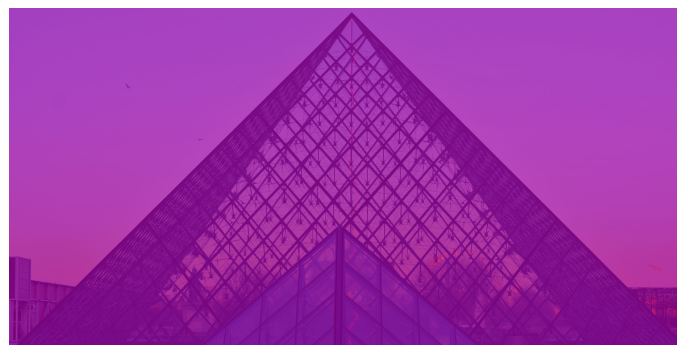
**76% of workers experience burnout.**

[Gallup 2020](#)

Work is never going back to "normal," and teams will never be the same. This new era of work presents us all with **an opportunity for our teams and our work to be better than before.** Some teams have stayed productive and inspired throughout this time and were able to transition to a new way of working. Still, most, however, see a lack of engagement and motivation, which led to "The Great Resignation," "Quiet Quitting," and many of the other movements we continue to hear about.

Fortunately, cultivating the human-centered skills of mindfulness, emotional intelligence, psychological safety, belonging, and resilience can help to build stress management, connection, belonging, and engagement, leading to improved performance, well-being, and thriving.

Human-centered skills—such as social and emotional intelligence—are no longer optional; quite the opposite, they're critical for organizations to thrive today and in the future.



This is why we're looking forward to welcoming our 2023 Organizational Teacher Training cohort. We know the type of scalable impact each and every one of you will have on major organizations throughout the globe. We have seen, for over a decade, the transformation that can take place when we bring human-centered skills to work, based on neuroscience and organizational research.

We know the world needs this transformation more than ever before. And we know you're ready to be part of the group that will make it happen.

We can't wait to meet you and partner with you. We look forward to receiving your application.

With excitement and appreciation,

The SIY Global Team

# build a future-ready organization with emotional intelligence

Why are emotional intelligence and mindfulness critical to meet the challenges of today's workplace, at all levels?

## INDIVIDUAL

1

Employees are experiencing high levels of stress and **burnout**, which requires tools to cultivate focus, calm, and well-being.

2

Connection, **psychological safety**, and inclusion are essential for team performance, especially for individuals working virtually, across time zones, and on cross-functional projects.

3

Skills that enable **resilience**, empathy, diverse perspective-taking, and collaboration support a culture of innovation and creative thinking.

4

Teams need leaders with a high degree of emotional intelligence to inspire them, motivate them, and to **lead effectively** through disruption.

5

Attracting and **retaining talent** requires new organizational values and principles that support the needs of a changing workforce.

6

Organizations that **innovate and thrive** rely upon cultures that can sustain high-performance in the long run.

## TEAM

## ORGANIZATION



— “ —

More than ever, Emotional Intelligence is not just a ‘nice to have’ but a core capability for the future.

— ” —



**Pip Russell**

Strategy, Innovation and Operations Vice-President  
Schneider Electric

ORGANIZATIONAL TEACHER TRAINING

# **program overview**



# program overview

## Scale the time-tested *Search Inside Yourself* program within large organizations.

The SIY Global Organizational Teacher Training is a multi-month program that **trains individuals working within an organization (as an employee) or with large companies (as an experienced consultant) to become certified to teach the renowned Search Inside Yourself program.**

You'll join live online sessions with a group of talented professionals from all over the world.

## Key Dates

### September - December 2023 Cohort

**Pre-Work:** Begins September 18

**Session 1:** October 2-4 (3 days of 5-hour sessions)

**Session 2:** December 11-13 (3 days of 5-hour sessions)

**Admissions close: September 15**

**The Learning Period:** Between each live session, you will have the opportunity to join different practices, attend group meetings, and complete readings and assignments.

# program schedule



**PRE-WORK**  
Self-Paced

Pre-work prepares you to be ready for Session 1, where you will have your first practice teaching opportunity. Preparation includes learning a short section of the SIY program to teach as well as exercises designed to deepen your personal mindfulness practice. Please allow ~10 hours to complete the pre-work. It's highly recommended that you attend an SIY program before Session 1 if you haven't already.



**SESSION 1**  
Live, Online

Attend a live, online session where you will practice teaching a section of the SIY program and receive feedback from an experienced mentor and your peers. This live session will also focus on embodiment of what it means to be a teacher, and provide experiential opportunities to deepen your skills alongside your peers.



**LEARNING PERIOD**  
Self + Group Work

Systematically learn the SIY program module by module, meeting virtually with your learning pod every two weeks to practice teaching and receiving growth feedback. Please expect ~6-8 hours/week to complete the learning period assignments.



**SESSION 2**  
Live, Online

Attend the final online session dedicated to preparing you for certification. There will be multiple live practice teaching opportunities to support you in becoming more adept and embodied when teaching the SIY program. SIY Faculty will communicate certification status the week following the session and will provide clear next steps if more work is required before your certification.



**Teach SIY**  
SIY Teaching  
online or  
in-person

It's time to start teaching SIY! The program is taught by two teachers, so you won't be doing this alone. You will teach with another teacher from within in your organization - either in your OTT cohort or an existing Organizational Teacher. For added support and to ensure a successful program rollout, you have the option to work with an external SIY Certified Teacher who (for an additional fee) can either provide coaching before and after your program, or can teach the program with you while providing mentorship. Note: Licensing fees apply for all programs.



## who is this program for?



**Employees of large organizations** who are interested in scaling Search Inside Yourself programming within their companies, coming from any function or seniority level.

*You're interested in becoming a change-agent within your company.*



**Consultants who have a client roster of enterprise-level organizations** and would like to offer Search Inside Yourself as a tool to meet business needs and foster cultural transformation.

*You're interested in bringing change and tools to the organizations you work with.*



If you get an opportunity to attend a program like this, grab it with both hands.  
- Deiric McCann, SIY Certified Teacher

# program eligibility



As part of our mission to humanize work, we are focused on certifying and equipping teachers to bring our renowned mindfulness-based emotional intelligence programs into organizations around the world. Therefore, we want to make sure that those who apply are aligned with this mission and are set up for success.

- 1 You are either:
  - An employee of an organization and are interested in teaching the Search Inside Yourself program within your organization **OR**
  - An experienced independent consultant who provides training and development solutions to companies who are your customers.
- 2 You have some experience facilitating training sessions with adult learners.
- 3 You have a strong personal desire to help people become happier and more emotionally aware through mindfulness practice.
- 4 You are proficient in English (this program will be offered in English only).
- 5 You are able to attend the program via Zoom.
- 6 You have an established and consistent mindfulness practice and are committed to deepening this practice.
- 7 *\*Not required but highly recommended\** You have attended (or plan to attend) a full SIY program prior to the program. [Register here for an online SIY program.](#)

# what are you certified to teach?



Once participants have successfully completed the SIY OTT, you can bring mindfulness and emotional intelligence to your organization or customers in several impactful ways, online and in-person.

## **SIY Programs\***

You will be able to teach the full Search Inside Yourself program internally, either as an open offering (to any employees), as part of a leadership training, or other learning journey.

## **Adaptive Resilience\***

Teach our Adaptive Resilience program (three, 90-min sessions), which builds the behaviors, mental habits and practices to promote resilience individually, and within teams and organizations.

## **Effective Teaming\***

Teach our new Effective Teaming program (3.5-hr), which offers practical skills to build a team culture based on trust, psychological safety, belonging & inclusion.

## **Intro Sessions: Keynotes + Team Offsites**

Teaching and facilitating shorter SIY programs as introductions or as part of team or all-staff offsites.

## **Mindfulness Practice Groups**

Facilitating regular mindfulness practice sessions and mindful lunches for ongoing practice, introducing practices and building community.

## **Pro Bono Sessions**

For additional practice and impact, you can also teach SIY pro bono (for free) to small non-profit organizations of fewer than 500 employees.

\*Additional licensing fees apply

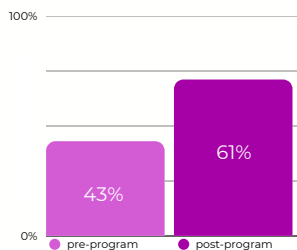
# organizational impact

More than 100,000 people have taken the Search Inside Yourself program from over 20 countries, and we're committed to measuring the impact on individuals and organizations.

We surveyed SIY program participants before taking the program and again one month later, collecting more than 10,000 responses from training. Our [2022 Impact Report](#) provides statistically significant evidence that the SIY program leads to improvement in a broad array of outcomes such as focus, empathy, resilience, self-management, and leadership.

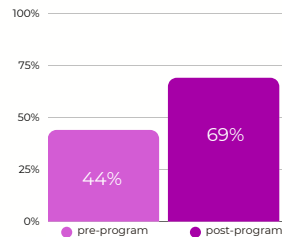
## Resilience

I feel that I can bounce back quickly after an emotionally challenging situation.



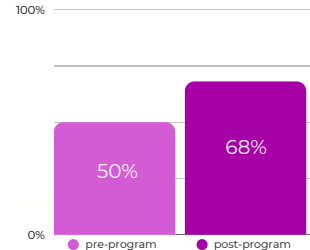
## Emotional Regulation

I use a deliberate technique to calm myself when i am in the middle of a stressful situation.



## Leadership

When in conflict with someone, I take time to fully understand what is driving their perspective.



See the full impact report at [www.siyglobal.com/results/](http://www.siyglobal.com/results/)

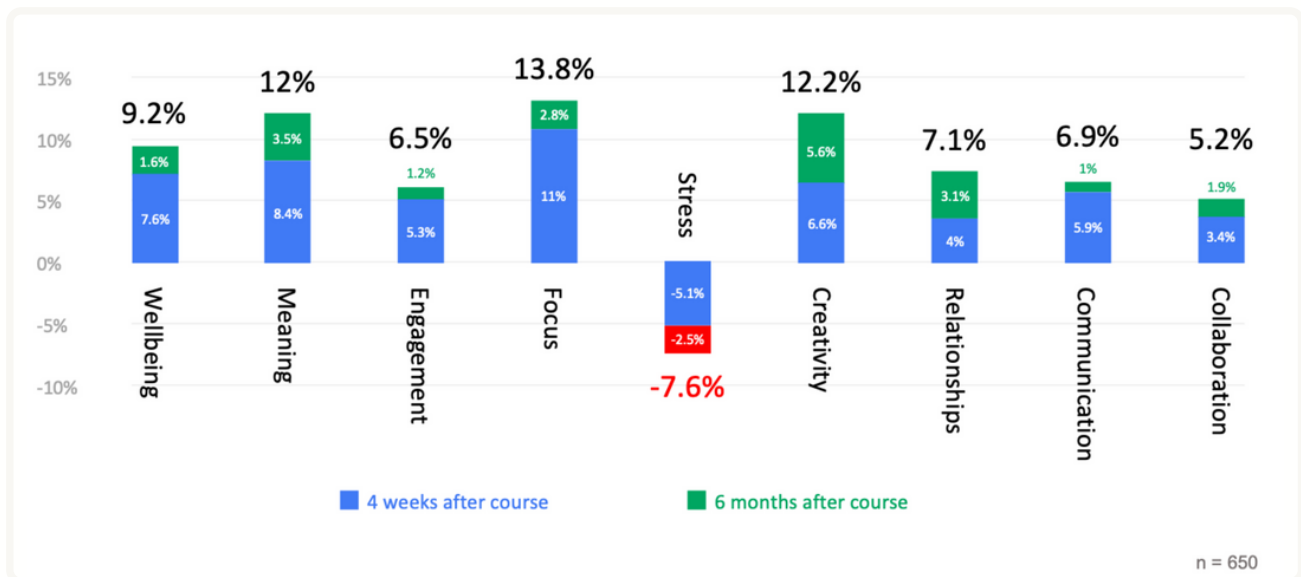




## case study

SAP is Europe's largest software company, known for their enterprise software. They're also known as being a great employer: Glassdoor awarded SAP its 2019 Best Places To Work Award and named it the "Number-One Best Place to work" in Germany. "We don't pretend that employee well-being is solely about making employees happier and healthier," says Dr. Natalie Lotzmann, SAP's Global Head of Health & Well-Being Management. "It helps SAP become a more successful company. We ensure this by [linking our workplace culture and investments in employee well-being to SAP's business success and profit.](#)"

Peter Bostelmann first convinced SAP to run a Search Inside Yourself pilot program in 2013. Under his leadership, [SAP has scaled the program to over 12,000 employees.](#) It's both incredibly popular (with an 8,000-employee waiting list!) and impactful. The results from SAP participants in SIY programs one month and six months after the training speak for themselves:



By connecting the impact of the SIY programs to their y Business Health Culture Index (BHCI), [SAP has estimated a 200% return on investment](#) on their mindfulness programs through:

- Increased Employee Engagement
- Higher Leadership Trust
- Lower Absenteeism



# key benefits for business leaders and organizations

## TRANSFORM CULTURE AND ENHANCE PERFORMANCE

Training employees in SIY is a powerful way to bring mindfulness and emotional intelligence to all levels of your organization. Internal trainers support a culture and community of mindfulness, empathy, and resilience in your organization, building a sense of connection and engagement for employees.

## INVEST IN EXPERT TEACHERS AND FACILITATORS

Delivering SIY through your own employees is more impactful as the facilitators know your culture and can make direct connections between the frameworks and tools taught in SIY and your organization's mission, challenges, and values. Your internal teachers will learn facilitation skills that support an engaged, attuned, inclusive and collaborative environment.

## BUILD A COST-EFFECTIVE INTERNAL TRAINING MODEL

SIY Internal Teachers can also teach, virtually or in-person, the SIY Keynote, as well as SIY's Adaptive Resilience & Effective Teaming programs. SIY can be taught to employees at all levels: as an open-enrollment skill-building and well-being programs, as part of a leadership journey, and to cultivate high-performing teams.

## GAIN EXPERTISE FOR INTEGRATED OFFERINGS

Participants will gain tools to bring mindfulness, emotional intelligence, and effective leadership to your whole organization, including leading mindful meetings, hosting mindfulness practice groups, and facilitating intro and interactive sessions for team offsites.

## SEAMLESS DELIVERY THROUGH OUR LEARNING EXPERIENCE PLATFORM

A proprietary platform supports assessments, reports, participant resources, program-related emails, and more activities that make programs easy to manage and faster to scale.

# key benefits for in-company employee teachers

## BUILD LEADERSHIP SKILLS

Take on a leadership role in your organization by training colleagues in mindfulness-based emotional intelligence. Be regarded as an expert in how to apply emotional intelligence strategies to key business challenges.

## GROW YOUR PRESENTATION & FACILITATION SKILLS

Learn to give expert presentations, lead inspiring practices, and skillfully facilitate productive discussion sessions.

## DEVELOP PERSONALLY

Experience the depth of SIY practices for yourself, preparing you to facilitate this experience for others. The training emphasizes your own mindfulness practice and embodiment of emotional intelligence. SIY Teachers have told us that SIY's Teacher Training is life-changing.

## DEEPEN YOUR SENSE OF PURPOSE

Enhance your sense of meaning and fulfillment through active participation in positive cultural transformation within your company.

## GAIN ACCESS TO A GLOBAL COMMUNITY

Join a community of like-minded individuals who work inside organizations across sectors and regions, receiving additional support, regular program updates, and the opportunity to learn from peers and build deep relationships with other practitioners.







# key benefits for independent consultants

## EXCLUSIVE BUSINESS DEVELOPMENT SUPPORT

Get support for sales calls and consulting projects and access marketing resources and business expansion roadmaps. Receive compelling impact reports to demonstrate program effectiveness to your customers. Increase your revenue with performance-based commissions on SIY Programs that you sell and rely on deal registration to avoid conflicts with other program resellers.

## ACCESS TO ONGOING PRODUCT RELEASES AND UPDATES

With your certification you have the ability to sell and deliver Search Inside Yourself, Effective Teaming, Adaptive Resilience, Inclusive Innovation, and a range of micro-courses and micro-practices. Receive discounts for onboarding programs designed to give you the confidence you need to deliver new programs as we release them.

## TECHNOLOGY AND SUPPORT TO SCALE YOUR BUSINESS

Get access to HumanizedWork.com, our learning experience platform that can automate the enrollment, scheduling, tracking, and reporting on all programs you deliver to your customers. Upload and deliver your own content to the HumanizedWork.com platform to deliver programs that you create.

## JOIN OUR INDEPENDENT CONSULTANT NETWORK

Share best practices with other teachers from around the world and ask for support from other top consultants on how to approach different challenges. Participate in teacher events where you receive updates and upskilling, including access to beta releases of our new products. Receive opportunities to deliver programs that are sold by SIY and other independent consultants.



# tuition



## TUITION INCLUDES:

- All live online sessions
- Learning period materials, assignments, and research
- Group meetings and mentorship from SIY Certified Teachers
- Access to SIY program materials, including teacher guides, slides, additional resources, and a global community of teachers of SIY in organizations
- Certification process

attendees* <small>*per company</small>	price per person
1-5	\$5,500 USD
6-8	\$4,250 USD
9+	Contact SIY Global to discuss

*Independent consultant applicants pay the single attendee rate.*

Updated Pricing!

## PAYMENT PLANS:

**Klarna:** Easily access financing options through Klarna in select countries.

**Monthly payment plans:** We're happy to work with you to establish a monthly payment plan with no interest. Contact us at [info@siyglobal.com](mailto:info@siyglobal.com) for more information.

# ongoing investment

## PROGRAM DELIVERY FEES FOR EMPLOYEES IN ORGANIZATIONS

Programs taught **by teachers within an organization** require a per learner fee. The per learner fee structure is as follows:

- Search Inside Yourself: \$150 USD per person
- SIY's Adaptive Resilience: \$95 USD per person
- Effective Teaming: \$95 USD per person
- SIY Keynote/Intro session: no per learner fee

## PROGRAM DELIVERY FEES FOR INDEPENDENT CONSULTANTS

**Independent consultants** are required to pay a licensing fee of 20% of the total program revenue.



## TEACHING FEES (AS NEEDED)

If an SIY Certified Teacher outside of your organization or consulting practice is needed to teach or co-teach a program, they are available for an additional fee (and the per learner fee is waived):

- SIY Program: \$10,000 USD per program
- SIY Keynote: \$3,000 USD per program
- SIY Capstone: \$3,000 USD per program
- Adaptive Resilience: \$8000 USD per program
- Effective Teaming: \$8,000 USD per program

## what participants say about SIY teacher training...

“Every single last part of the training was life changing.”

“I would highly recommend this program for personal growth and for inspiring a movement that could transform leadership and business performance.”

"The fast-paced changes in our business world need a high self-awareness of employees paired with inner stability – Search Inside Yourself strongly supports this inner journey."

“The alchemy that happens when you mix strong curriculum, great teachers and diverse, open learners in one space is magical.”

"I never expected the depth of the friendships and relationships I've made."

# about Search Inside Yourself



# about the Search Inside Yourself curriculum

The Organizational Teacher Training certifies you to teach the world-renowned Search Inside Yourself program, which takes an evidence-based approach that combines neuroscience, attention training, and emotional intelligence.

SIY starts with a foundation of mindfulness and builds the core emotional intelligence domains that lead to outstanding leadership.

Leadership

Empathy

Motivation

Self-Management

Self-Awareness

Mindfulness

# search inside yourself curriculum



## Mindfulness

Mindfulness, being aware in the present, enables stability of mind and insight into how you are feeling, thinking and reacting. SIY teaches the neuroscience behind mindfulness and how to train a calm, clear mind to enable emotional awareness.



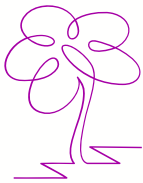
## Self-Awareness

Enhance your perception of your emotions, habits, skills, and behavior patterns. In particular, you will learn to gather useful “data” from emotions, without becoming overwhelmed by them.



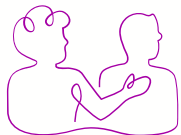
## Self-Management

We skillfully navigate opportunities and challenges, by managing our reactions and responses. SIY teaches how to identify and work with emotional “triggers,” develop inner strength, and productively deal with difficult situations.



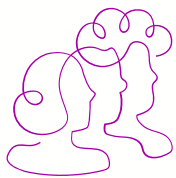
## Motivation

When your work and life are aligned with your values and goals, you will be more engaged in what you do, and motivated towards success. SIY teaches resilience to enable you to persevere toward your goals.



## Empathy

Effective leaders and teammates understand colleagues and build relationships and trust. SIY teaches habits to increase empathy, strengthen your ability to understand others’ feelings and perspectives, and support diverse teams to be more inclusive.



## Leadership Skills

Learn to influence those around you with compassion, even while making difficult decisions, and learn how to communicate with greater insight into the different layers of emotions, perspectives, and identity that drive relationships.

— “ —

As I reflect on what's my mission in life and what's next for me, I realize that **the answer really comes from knowing myself**. Being a great leader requires being a good leader of my own self first.

And it all starts from self-awareness, which is the first part of the SIY program: **being crystal clear on my values and what is true for myself**. And to get there, a mindfulness practice is key, in order to have a true depth of knowledge about my own life and preferences.

Thanks to mindfulness, now it's easier for me to know my **leadership style** and how to be the kind of leader I want to be. So the name Search Inside Yourself is a great fit because **the program is really a doorway to getting in touch with what's at our core**, with depth of awareness. And it's from there that leadership skills can flourish.

— ” —



**Joyce Bao**

Former Senior Product Manager and Product Lead  
Fitbit

# what is emotional intelligence?

Emotional intelligence is the ability to recognize your own and other people's emotions and use this information to guide skillful thinking and behavior.

Emotions are part of everyone's working lives and are essential for decision-making and building connection. At SIY Global our programs support the development of the four domains of emotional intelligence: self-awareness, social awareness, self-management, and relationship management.



"Emotional Intelligence is set to become a 'must-have' skill in the next one to five years."

– Capgemini Research Institute, 2019

## ABOUT MINDFULNESS

Mindfulness is the **ability to focus on the present moment with curiosity and openness**—a foundational skill that underpins emotional intelligence.

Mindfulness practices train your ability to become aware of the present moment and build attention, focus and concentration. When you are more present in conversations and meetings, you deepen your natural capacity for empathy which in turn strengthens your relationships. Practicing mindfulness will help you gain greater clarity and calm, which supports threat response regulation, helps you manage tasks skillfully, and improves your decision-making.

partnering with **SIY Global**

## about SIY Global

Bridging mindfulness practices, the latest in leadership research, emotional intelligence, and modern neuroscience, we work with people and organizations to unlock their full potential.

The Search Inside Yourself program (SIY) was born in 2007 when a team of experts in mindfulness, neuroscience, leadership and emotional intelligence gathered to develop an internal course for Google employees. The aim of the program was to help people develop the skills of leadership, mindfulness, empathy, and overall emotional intelligence to create the conditions for individual and collective thriving.

Search Inside Yourself quickly became (and still is) quite a popular training program within Google. In 2012, due to the high demand from external organizations, SIY's founders spun off the program and created the independent non-profit educational institute they called the **Search Inside Yourself Leadership Institute, SIYLI** (pronounced like "silly"—they wanted to keep it light!). SIYLI has been operating in over 50 countries around the world, with over 100,000 people attending its programs and events.



In 2022 SIYLI launched **SIY Global**, its public benefit corporation subsidiary, focusing on bringing programming to enterprises around the world. SIYLI continues to operate, now partnering with communities to support the work of those on the front lines of society: civil servants, public & mental health workers, nonprofits, and educators.

SIY Global's programs—whether delivered in person or online—help individuals and teams develop the skills they need to thrive in today's complex and fast-paced working environments, leading to improved organizational performance. Our team works extensively with Google as well as SAP, Disney, Procter & Gamble, Salesforce, and many more corporations around the world.



## our methodology

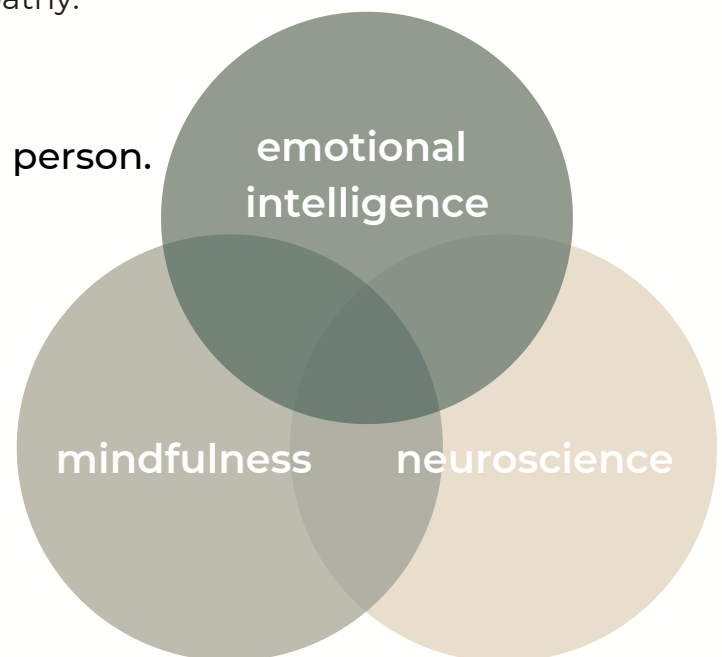
We partner with organizations to enhance leadership, well-being, resilience, and collaboration, leading to improved performance.

Our unique approach builds emotional intelligence skills by using mindfulness as a foundation to cultivate awareness which is the basis for all other emotional intelligence competencies. Especially when cultivated in this way, emotional intelligence can be highly trainable. Our assessments provide evidence that our programs lead to improvement in a broad array of skills, including ability to manage stress, increase resilience, and empathy.

Live, interactive trainings, online or in person.

We believe in creating transformational, practical, and accessible experiences, whether in person or online.

Our team of experts has thoughtfully designed our programs for a highly interactive and optimal learning experience that maintains the magic of being together, regardless of the format.



All of our programs are live and interactive and include about one-third content and two-thirds experiential activities, designed to create a sense of collaboration and connection. Programs include small breakout group conversations, guided meditations, journaling, question and comment periods, and time for integration.

SIY Global's trainings combine the invaluable benefits of secular mindfulness with core emotional intelligence & leadership skills, based on the latest in neuroscience.

## our clients & partners

Some of our clients and partners include:



— “ —


Ultimately, being able to 'self-lead' through challenging times and with that, learn how you can lead others through these challenging times is the key ingredient to manage change in an organization.

— ” —



**Ralf Haacke**

Search Inside Yourself Certified Teacher  
Director Global Business Services  
& Mindfulness-based Emotional Intelligence  
Procter & Gamble



# 2023 Organizational Teacher Training

[Start Your Application](#)



Applications accepted on a rolling basis so get yours in as soon as possible!