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.

76% of workers experience burnout.

Gallup 2020

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.

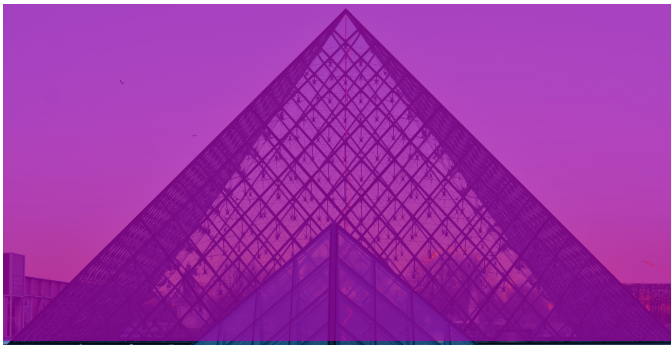
Gallup found that "60% of people are emotionally detached at work and 19% are miserable [...] Yet, **business units with engaged workers have 23% higher profit compared with business units with miserable workers**." Additionally, teams with thriving workers see significantly lower absenteeism, turnover,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

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.

We believe that 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 within your organizations. 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

make your organization future-ready, 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 in cross-functional projects.

TEAM

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.

ORGANIZATION

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.

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

Certify employees to teach *Search Inside Yourself* within your organization.

The SIY Global Organizational Teacher Training is a multi-month program that trains employees inside an organization to become certified to teach the renowned Search Inside Yourself program.

You'll join **live online sessions** with a group of employees from other influential organizations.

Key Dates:

The program will run from March through August, 2023:

- Session 1: July 10-13 (4 days of 5-hour sessions)
- Session 2: September 18-20 (3 days of 5-hour sessions)
- Session 3: November 27-30 (4 days of 5-hour sessions)

Review the application questions

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

- Early Bird Admissions end on May 21st
- Admissions close on June 4th

program schedule

1
Prepare

PRE-WORK
Self-Paced
March

Pre-work consists of various **reading, self-evaluation, journaling, videos,** and other resources to begin your learning journey. You must also **attend an SIY program** if you haven't already. Please allow 5 hours/week to complete the pre-work prior to Session 1.

2
Experience

SESSIONS 1 & 2
Live, Online
March + June

Attend **two live, online sessions** to deepen your knowledge of the SIY program and build core teaching skills. You will learn embodied facilitation skills such as **guiding meditations, leading exercises, storytelling**, how to meet your audience and respond to questions and comments. Broaden your understanding of each Emotional Intelligence domain.

3
Learn

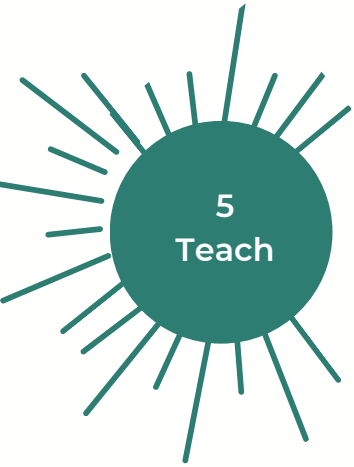
LEARNING PERIOD
Self + Group Work
March-July

Read & watch materials to deepen your understanding and proficiency in the SIY program content. Engage in **individual learning**, short written assignments, and practice teaching. Attend **virtual small group meetings** for support and practice teaching.

4
Refine

SESSION 3
Live, Online
August

Attend the final online session dedicated to **practice teaching**. Receive **feedback and guidance** from peers and mentors to help you become more adept and embodied when teaching the SIY program. SIY Faculty will communicate certification status the week following the session 3 and will provide additional guidance and support if more work is needed before certification.



Teach SIY
SIY Teaching online or in-person

It's time to **start teaching with coaching support**! You'll complete two practicums in your organization, co-taught with an existing SIY internal teacher in your org, or with another peer from your org in the training. For each of these programs, you will **receive coaching sessions** from an experienced SIY Certified Teacher. Once completed, you can teach SIY in various formats as well as **Adaptive Resilience and Effective Teaming**!

program pre-requisites

When selecting candidates, we consider your whole self as well as your experience with mindfulness practices and as a facilitator, and your desire to have an impact in your organization through these tools and practices.

1. You're an employee of an organization, with the desire to teach SIY inside your organization.
2. A minimum of two participants per organization may apply unless you already have SIY Certified Teachers within your organization. You do not need to apply at the same time.
3. You're supported by your manager and/or organization to complete the full training (3 live, online sessions + Learning Period) and to teach SIY on a regular basis upon becoming certified.
4. You have attended (or plan to attend) a full SIY program prior to the program. Register here for an online SIY program if needed Use the code 0TT2023 to register for a discounted ticket.
5. You have an established and consistent mindfulness practice and are committed to deepening this practice.
6. You have experience facilitating, teaching, or holding space for groups of people, either within or outside of your organization.
7. You demonstrate integration of mindfulness and emotional intelligence in your life and work, and a desire to have impact in your organization through these tools and practices.
8. Are English-language proficient as the OTT program and SIY materials are in English. If English is not your first language, having a good level of proficiency is important.

what are you certified to teach?

Once participants have successfully completed the SIY OTT, you can bring mindfulness and Emotional Intelligence to your organization 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

who is this program for?

Ideal participants are employees who have personal experience with mindfulness practices and integrating Emotional Intelligence into their work and life, facilitation experience, a desire to have impact in their org through these practices, and are able to teach SIY on a regular basis within their organization.

ORGANIZATIONS

This program supports organizations that want to have mindfulness and Emotional Intelligence programming for their employees on a regular basis. We welcome organizations from across sectors and geographies, from tech companies and large multinationals to government agencies and community organizations.

PARTICIPANTS

The Teacher Training is designed for groups of employees who are interested in becoming certified to teach emotional intelligence, mindfulness and effective leadership inside their organization.
Participants can be from any part of the organization: from an internal coach, an L&D trainer to a manager or independent contributor from any function.

benefits for your organization

By participating in the SIY OTT, you will see benefits across your organization.

TRANSFORM YOUR 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 OF LEARNING TOOLS THROUGH "LEARNING HUB"

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

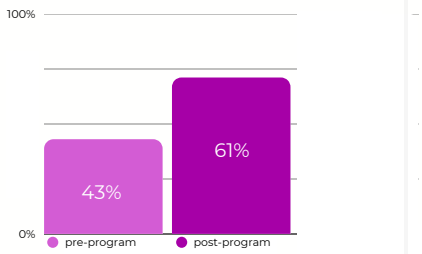
organizational impact

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.

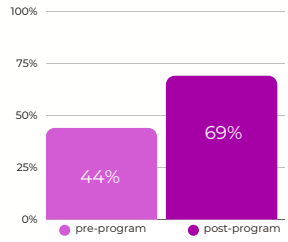
Resilience

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



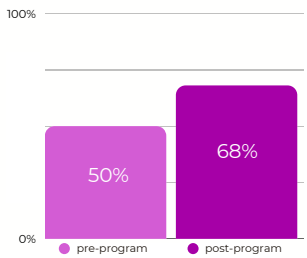
Emotional Regulation

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.

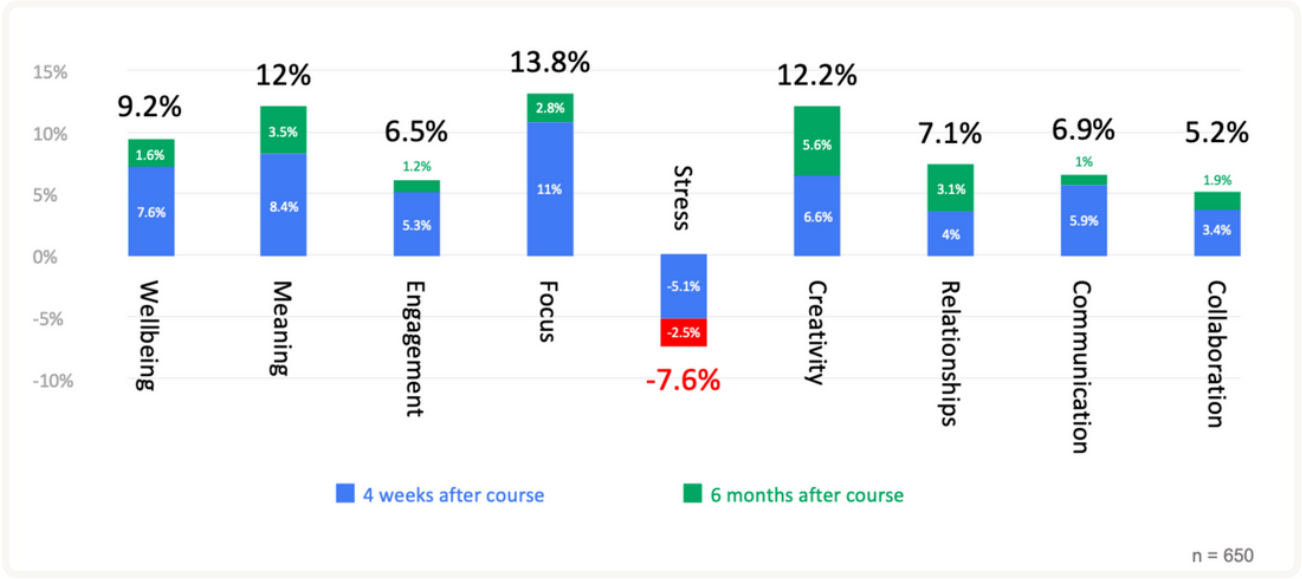


See the full impact report at www.siyglobal.com/results/

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 yearly 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

benefits for you as a participant

By participating in the SIY OTT, you'll join us for a skill-building and life-changing journey as part of a like-minded community.

SIY CONTENT PROFICIENCY

Learn SIY's unique blend of mindfulness-based Emotional Intelligence, supported by neuroscience and data. SIY also has a large experiential component, and you'll learn how to guide SIY meditations and lead SIY exercises.

GROW YOUR PRESENTATION & FACILITATION SKILLS

Gain insight into your teaching strengths and areas of growth. Learn how to lead with your authentic embodied presence to deliver programs online and/or in person.

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, embodiment and how you show up as a teacher. SIY Teachers have told us that SIY's Teacher Training is life-changing.

DEEPEN ENGAGEMENT

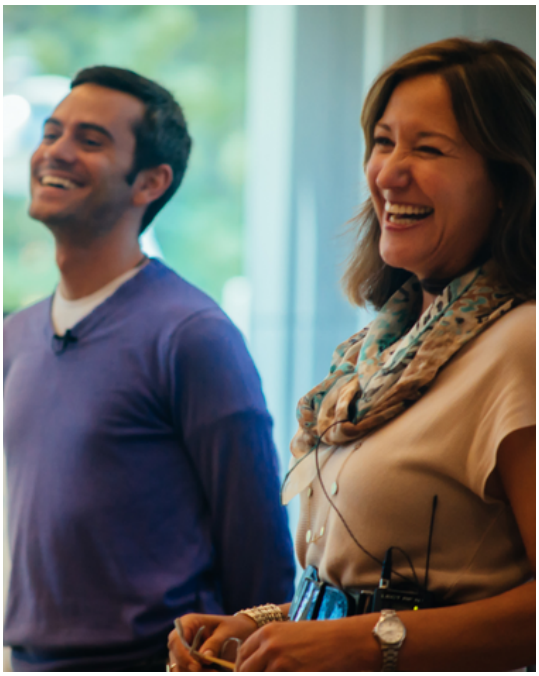
We've also heard from many clients, and their internal teachers, that SIY, and teaching SIY, is one of the most meaningful parts of their work, increasing their sense of engagement and connection to their work and organization.

GAIN ACCESS TO A GLOBAL COMMUNITY

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

tuition

As SIY is a co-taught program, we require a **minimum of two participants for each organization**. If you already have SIY-certified teachers within your company and are interested in training one additional teacher, please reach out to us directly to discuss by sending an email to info@siyglobal.com.



TUITION INCLUDES:

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

attendees	early bird* *pricing is per person	full* *pricing is per person
1	*2 minimum required participants per organization*	
2-3	10,500	12,500
4-5	8,500	10,000
6-8	7,250	8,500
9+	Contact SIY Global to discuss	

Early Bird deadline: February 1, 2023
Application deadline: February 19, 2023

*Payment plans and limited tuition assistance are available.

ongoing invesment

LICENSING FEES

Programs taught by internal teachers in your organization entail a licensing fee per program to support program updates, and resources, and development opportunities for our teacher community. The fees include:

- Search Inside Yourself: $150 per person, capped at $5,000 USD per program (e.g. if your program has more than 33 people, the fee remains $5,000)
- SIY's Adaptive Resilience: $95 per person, capped at $3,500 USD per program
- SIY Keynote/Intro session: no licensing fee

SIY Organizational Teacher Training is cost-effective, even after you run just one SIY program.

CO-TEACHING FEES (AS NEEDED)

If an SIY Certified Teacher outside of your organization is needed to co-teach a program, they are available for an additional fee (and the licensing 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: $7,000 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.

search inside yourself curriculum

Mindfulness

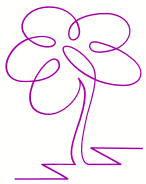
Mindfulness, being aware in the present, enables stability of mind and insight into how you are feeling, thinking and reacting. SIY teaches the neuroscience behind mindfulness and how to train a calm, clear mind to enable emotional awareness.

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.

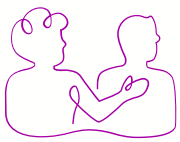
Self-Management

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.



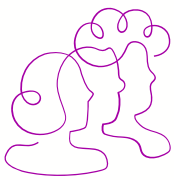
Motivation

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 i**t'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.

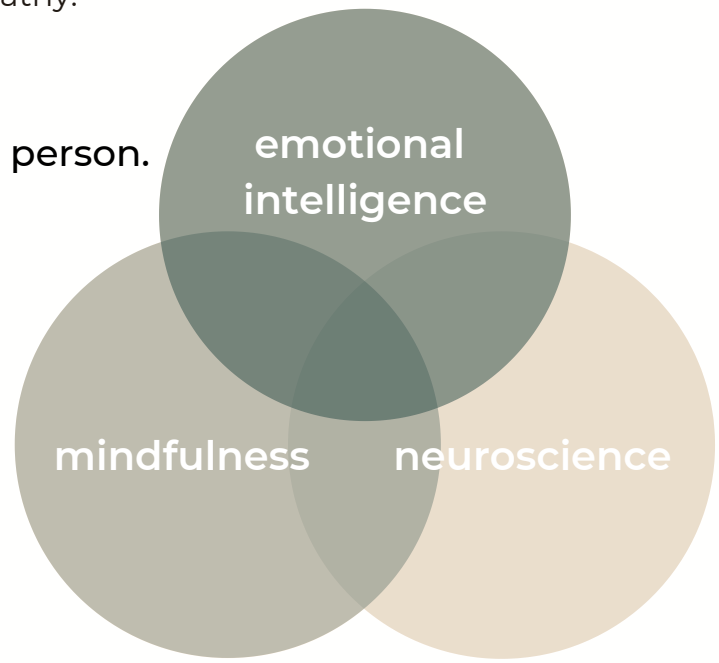
SIY Global's programs–whether delivered in person or online–help individuals and teams develop the skills they need to thrive in today's complex and fast-paced working environments, leading to improved organizational performance. Our team works extensively with Google as well as SAP, Disney, Procter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

Early Bird: February 1, 2023

Standard Admission: February 12, 2023