



Search Inside Yourself
Leadership Institute



Bring out
the best in your team,
from the inside out.

Transformational experiences
backed by world experts in
mindfulness, emotional
intelligence, leadership and
neuroscience.

siyli.org



Contents

About SIYLI	4
Our Methodology	5
On Emotional Intelligence	6
Our Programs	9
About Search Inside Yourself	11
Impact & Results	16
Faculty	18
Our Clients	22
Connect with Us	24

"I highly recommend Search Inside Yourself to anyone looking to improve the way their team works together, enhance their innovative thinking and clarity, reduce stress and improve general wellbeing."

-Barry Margerum, Chief Strategy Officer at Plantronics





About SIYLI

About the Search Inside Yourself Leadership Institute

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

Search Inside Yourself (SIY) was born at Google in 2007 when an engineer, Chade-Meng Tan, gathered a team of leading experts in mindfulness, neuroscience, leadership and emotional intelligence to develop an internal course for fellow 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.

Other major contributors to SIY included meditation teachers Mirabai Bush, Norman Fisher and Yvonne Ginsberg; Neuroscientist Philippe Goldin; and business leader Marc Lesser. SIY also drew extensively from the work and advisory of Daniel Goleman, Richie Davidson and Jon Kabat-Zinn.

SIY quickly became (and still is) quite a popular training program within Google. In 2012, due to the high demand for SIY

from external organizations its 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!).

Since then, SIYLI has become a globally recognized institute, operating in over 50 countries across continent, with over 100,000 people attending its programs and events.

SIYLI'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. The institute continues to work extensively with Google as well as SAP, the United Nations, Procter & Gamble, Salesforce and many more corporate, nonprofit and government organizations around the world.

BORN AT

GOOGLE AND

BASED ON

NEUROSCIENCE



Our methodology

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

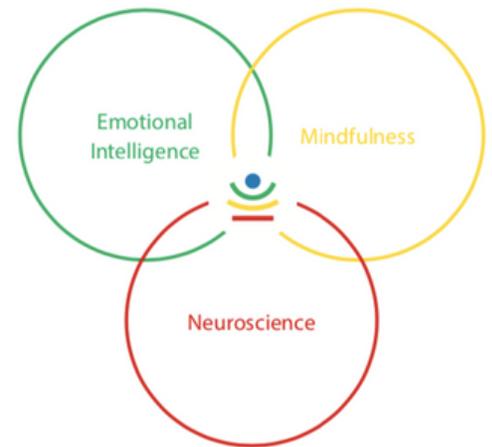
Our unique approach builds emotional intelligence skills by using mindfulness as a foundation to cultivate awareness which is the basis for all other emotional intelligence competencies. Especially when cultivated in this way, emotional intelligence can be highly trainable. Our assessments provide evidence 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. They all include about one third of content and two thirds of experiential activities, designed to create a sense of intimacy and connection. Programs include small breakout group conversations, guided meditations, journaling, question and comment periods and time for integration.



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



Why is emotional intelligence so important and why is mindfulness the way to train it?

In a time of unprecedented levels of stress, overwhelm and ongoing demands, it is critical for people and teams to have the tools and skills needed to meet the challenges of today's working environments. Neuroscience and behavioral research studies continue to present evidence that both mindfulness and emotional intelligence provide the skills and capacities needed to improve resilience, collaboration, individual and team performance, sustainable well-being and effective leadership.

Emotional Intelligence

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

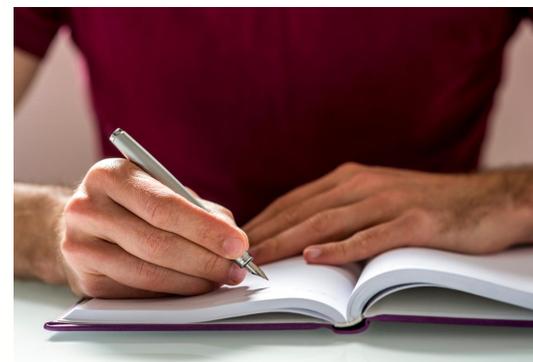
Emotions are part of everyone's work life and are essential for decision-making and for connection. Emotional intelligence includes the following intrapersonal and interpersonal domains:

- Self-awareness
- Self-management
- Social awareness
- Relationship management

Mindfulness

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

Mindfulness practices train the ability to become aware of the present moment, building attention, focus and concentration. Practicing mindfulness also helps to be more present in conversations and meetings, strengthening relationships and building empathy. An ongoing mindfulness practice results in greater clarity and calm, which helps to down-regulate threat responses, skillfully manage tasks and improve decision-making.



Making your organization future-ready, with emotional intelligence.

Emotional intelligence and mindfulness are critical to meet the challenges and demands 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 more important than ever, especially for individuals working virtually, across time zones and in cross-functional projects.

Team

3

The skills that enable resilience, empathy, diverse perspective-taking and collaboration are needed in order to build a culture of innovation and creative thinking.

4

Teams need leaders with a high degree of emotional intelligence to inspire them, motivate them and 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 thrive rely upon cultures that can sustain high performance in the long run.

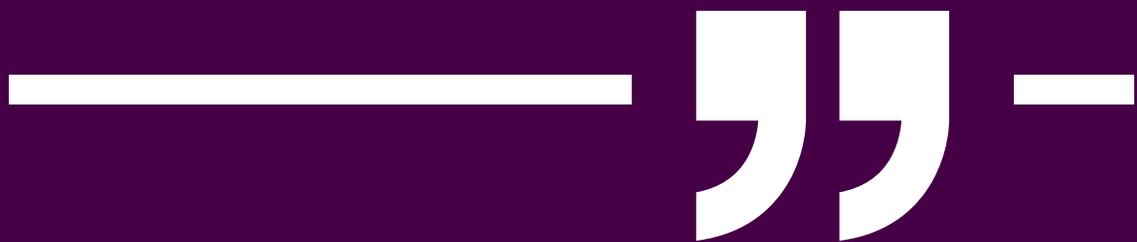
"Emotional intelligence is set to become a 'must-have' skill in the next one to five years."

-Capgemini Research Institute, 2019





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

Our program offerings

Our programs enhance well-being, leadership, performance, resilience and collaboration at all levels. We work closely with you to implement change at your level of need and depth, from short introductory programs to topical modules, all the way to scaling SIY organization-wide.

Intro	Keynotes	A brief introduction to mindfulness and emotional intelligence, integrating hands-on exercises. It can be customized for your organization's needs,
	Adaptive Resilience	A three-part series helping to build the behaviors, mental habits and practices that promote personal resilience and enhance resilience within your team.
Core	Search Inside Yourself	Originally developed at Google and now taught in a wide variety of companies, Search Inside Yourself is our foundational offering in mindfulness-based emotional intelligence, grounded in neuroscience. The program includes highly interactive live (in-person or online) sessions, followed by a four-week online integration journey.
Deepen	Embed & Sustain	Through advanced and sustainment programs, deepen the benefits of the SIY program and cultivate ongoing peer support and practices to embed mindfulness and emotional intelligence into the way you work.
	Effective Teaming	Develop interpersonal skills to build a culture based on trust, psychological safety, empathy & inclusion, leading to improved team performance.
Scale	Train the Trainer	Train your employees to deliver Search Inside Yourself. Integrate mindfulness into your organization's culture, grow the program's impact and develop your internal capacity, at scale.
	Custom Programs	Explore the best fit for your organization. We can create custom solutions, building on the success of our existing programs.



For leaders

Emotional intelligence is an essential leadership skill. When leaders cultivate their focus, empathy and ability to navigate complexity, it benefits their own performance and well-being, and cultivates a more engaged workplace. We've designed a specific set of offerings for senior leaders and people managers:

Executive Keynote

Give leaders a powerful, short experience of the power of emotional intelligence with exercises and practical takeaway tools to immediately apply in their daily life.

Leading Through Disruption

Based on neuroscience and behavioral research, this program focuses on key principles and tools for leaders and people managers in organizations to lead with impact in the midst of uncertainty, complexity and disruption in 4 short sessions.

Search Inside Yourself for Executive Development

The hallmark Search Inside Yourself program tailored specifically to address the unique challenges faced when you lead a large organization. Available as a 1-day or 2-day session, this program trains participants in attention, empathy, emotional resilience and compassionate leadership—key ingredients for sustainable high performance and value-aligned leadership.

Executive Implementation

Create a culture of focus, resilience and high performance from the top down. Search Inside Yourself Executive Programs train senior leaders to embody presence and emotional intelligence to transform your organization.

Custom Leadership Programs

We know every leadership team and organization is unique. SIYLI can work with you to customize the program design and implementation for your organization. SIY executive programs can also be included within your leadership development program.





The Search Inside Yourself program

The Search Inside Yourself program is where we started and still the core of what we do. We believe that SIY leads to transformational change.

Search Inside Yourself curriculum

Originally developed at Google, Search Inside Yourself (SIY) takes an evidence-based approach that combines neuroscience, mindfulness and emotional intelligence. Through these disciplines, it helps participants to integrate key building blocks that can be applied at work and in life.

Program structure:

Search Inside Yourself starts with a live (online or in-person) training, followed by a four-week online journey. The program is highly interactive, with approximately one-third content and two-thirds experiential exercises, including one-on-one group conversations, attention-training practices, journaling and listening activities. It includes three modules:

1. Live training: Online or in-person sessions, delivered in modules (12-16 hours)
2. Virtual practice: Weekly exercises and resources delivered by email (28 days)
3. Capstone webinar: Reconnect with fellow alumni to set a plan for continuation (1 hour)

Content overview:

In a Search Inside Yourself program, you can expect to learn about the following topics:



Self-Awareness

Enhance your perception of your own emotions, habits and behaviors, while learning how to gather useful "data" from unpleasant emotions that arise from setbacks without becoming overwhelmed by them.

- Become comfortable with emotional responses.
- Be able to accurately assess your thoughts, behaviors and emotions.
- Develop self-confidence.

Self-Management

Learn how to identify and work with emotional "triggers" and other difficult situations. Experiment with a number of practices for working in emotionally charged situations.

- Learn to pause before reacting to your emotional triggers.
- Develop inner strength and ability to productively deal with difficult situations.
- Increase your resilience and ability to respond to setbacks.

Motivation

Discover and hone the values that drive your actions so your work and life are aligned with your values and emotional tendencies.

- Increase engagement and performance.
- Learn practices to dream big and increase motivation.
- Practice emotional and cognitive resilience to feel empowered to reach your goals.

Empathy

Understanding the tools and habits that help to increase empathy and strengthen your ability to understand others' feelings and perspectives. Explore the science and practice of empathy to grow collaboration, connection and effective leadership, while supporting diverse teams to be more inclusive.

- Understand the neuroscience of empathy.
- Develop the mental habits of kindness, goodwill and objectivity.
- Learn to attune to the emotional undertones in relationships.

Leadership

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.

- Become skillful at influencing with compassion.
- Gain confidence in creating a positive outcome in conversations where strong emotions are present.
- Develop emotional courage to lead others.



Sample 2-Day training schedule and audience details

Day 1

9:00 – Start

Practice: Attention Training

How do you develop emotional intelligence?

Mindfulness: Moving from autopilot to aware

Practice: Open Awareness

Practice: Body Scan

Self-Awareness: Knowing one's internal states

12:30 – Mindful lunch

Self-Management: Skillfully manage your impulses and reactions

Practice: Mindful Listening

Practice: Reframe and respond to challenges in the moment

Practice: Self- Compassion

5:00 – End of Day 1

Day 2

9:00 – Introduction

Motivation: Align your values and work

Exercise: Alignment with values

Envisioning Practice: Visualize your goals

Empathy: Understand others' feelings and experiences

Exercise: "Just like me"

12:30 – Mindful lunch

Practice: Mindful Walking

Exercise: Empathetic Listening

Exercise: Difficult Conversations

Leadership: Lead with Compassion

Practice: Compassion

Exercise Leadership Commitment

Application Brainstorm

5:00 – End of Day 2

Who is SIY for?

SIY can be customized to work for a variety of participants:

Leaders and managers:

SIY teaches senior leaders and managers how to get breakthrough results in a way that is inspiring, engaging and compassionate. Through enhanced self-awareness and empathy leaders learn to communicate better, strengthen relationships and lead with greater presence and impact.

Employees:

SIY started as an open-enrollment program for any Google employee. The program works well for any employee who wants to develop personally, increase their well-being and be a better teammate.

Teams:

When teams participate in an SIY program together, they create a common language around emotional intelligence, which strengthens their communication and helps them navigate challenges successfully.

Group size recommendation: 20-80 people

Delivery: Onsite at your company or online, with virtual coaching follow-up.

Teachers: 1 to 2 SIY-certified teachers travel to your organization or teach live through an online platform.



Benefits of Search Inside Yourself

Search Inside Yourself helps people bring out the best in themselves. The program has been described as "life-changing," as it allows for deep transformations through accessible and practical content.

The tools, practices, resources and exercises you'll learn in the program will help to:



Manage stress and experience greater overall well-being.



Build empathy, connection and communicate more effectively.



Increase focus and attention, leading to improved performance.



Develop greater self-awareness and motivation.



Develop greater resilience and emotional regulation in the face of challenges.



Grow skills to lead and influence more effectively.

"If you're looking for a virtual delivery program that will raise the bar in leadership and emotional intelligence for your people, I can't recommend the online SIY program enough!"

-Sr. Director of Culture & Engagement,
Fortune 500 Company



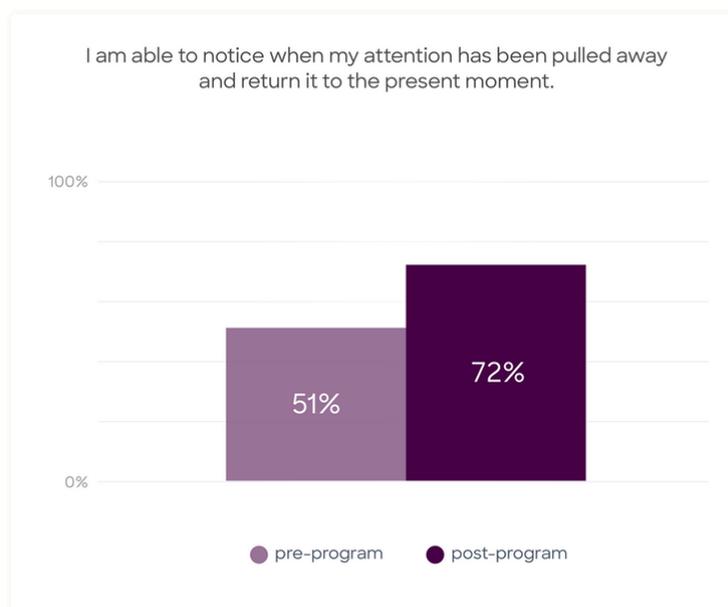
Our impact

At SIYLI, we're committed to measuring the impact of our work to gauge how well we are delivering on our mission. For the past few years, we've surveyed Search Inside Yourself (SIY) program participants before taking the program and again one month later, collecting more than 6,000 responses from trainings delivered in over 20 countries.

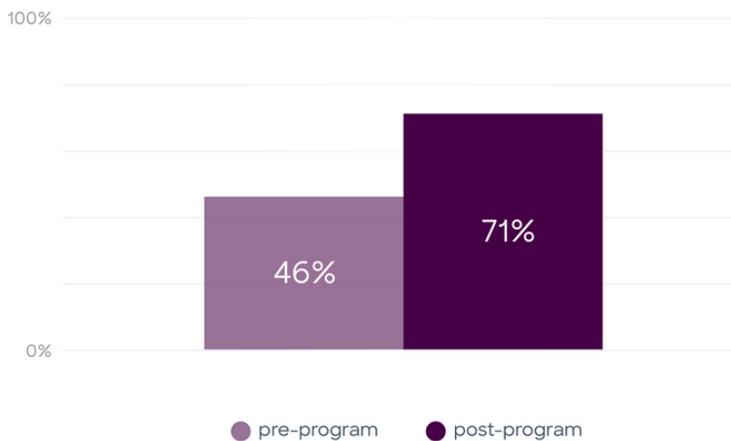
Our [impact report](#) presents all the results we have received, including those mentioned below, and provides statistically significant evidence that our core Search Inside Yourself program leads to improvement in a broad array of outcomes related to mindfulness and emotional intelligence. Every dimension addressed in our 29-question assessment demonstrated beneficial results for participants.

We've surveyed 6,142 participants from around the world

Before taking the program, 51 percent of participants reported being able to notice when their attention was pulled away and return it to the present moment, compared to 72 percent after the program. The increase of 21 percentage points is a positive reflection of our mission to make mindfulness accessible and practical around the world.

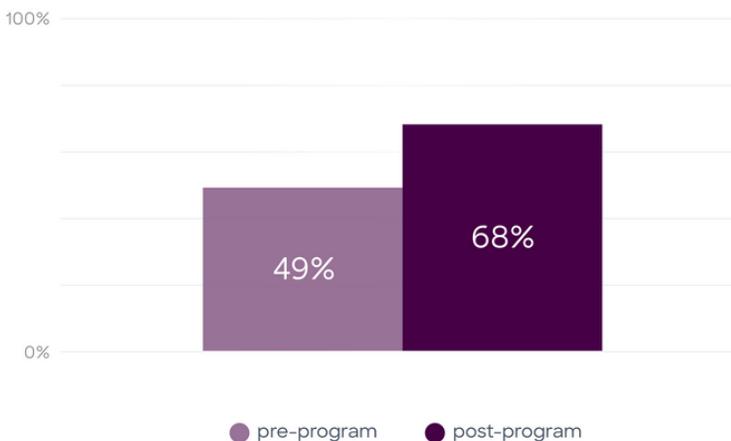


I use a deliberate technique to calm myself when I am in the middle of a stressful situation.



Surveyed participants reported a reduced level of stress after the Search Inside Yourself program. Through practices primarily around mindfulness, self-awareness and self-management, the program helps individuals increase well-being.

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



At the Search Inside Yourself Leadership Institute, we believe everyone is a leader and SIY teaches leadership skills including how to better collaborate and work with other people, manage conflict and have difficult conversations.

See the full impact report at siyli.org/approach/results



Faculty

We share a personal commitment to practice what we teach.

Our teachers are an amazing group of close to 1,000 experts around the world who have backgrounds in mindfulness, psychology, neuroscience, technology, education, business, leadership and more. Each one of them has undergone a rigorous training and brings their rich experience, personal background and expertise across all regions of the world. A full list of SIYLI's teachers can be found at siyli.org/certified-teachers.



— “ —

" We found the program
so useful,
that my entire leadership
team is now
participating."

— ” —

Adam Berlew,
VP Global Marketing,
Content & Campaigns, Equinix

What our clients and partners have shared...



Marcus King
Learning and
Development Manager,
STMicroelectronics

"I took the 2-Day Search Inside Yourself public program and I thought it would be a great fit for the company. The program is designed in a way whereby anyone can walk away afterwards with great, actionable steps.

Search Inside Yourself worked best for us because it applied to everyone regardless of department, role and tenure. Employees wanted a training that would help them develop and grow not only in their business skills, but in their social abilities, their presentation competency and the way they connect with others in a team capacity.

Aside from people being more satisfied, I believe [SIY] can change business to consumer relationships and actual business fiscal impact." [Read more.](#)

"For the nurses, taking time out of their day and away from their patients is a challenge. SIYLI worked with us to design a 2-hour program that taught essential tools the nurses could use immediately to reduce stress and recover from empathetic burnout.

This program translates beyond the workplace; I think this is a life skill and I want it built into our organization. One of our goals is to be the best place to work, and I truly think that culture of mindfulness will help us retain our workforce and reduce stress and burnout"



Robbie McDonald,
Manager, OD & Learning
Children's Hospital of
Orange County



Barry Margerum
Chief Strategy Officer
Plantronics, Inc.

"The SIYLI team was fantastic. Their knowledge and experiences surrounding the subject matter were extraordinary. They are seasoned practitioners who embody their teachings. In addition to all the other benefits, much of the program was geared toward improving the Emotional Intelligence of our associates, which I am confident can drive business and leadership success.

I have had a great many people thank me for bringing (SIY) to Plantronics. 'A class like none other,' 'lifelong skills for both their business and personal lives,' and 'life changing' were some of the comments I received. I highly recommend this training for anyone looking to improve the way their team works together, enhance their innovative thinking and clarity, reduce stress, improve general well-being, manage difficult conversations and be generally more at peace"





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.

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.

Search Inside Yourself was a doorway for me to get in touch with what's at my core, with depth of awareness. And it's from there that leadership skills can flourish.



Joyce Bao,
Senior Product Manager at Fitbit

Our clients

We've worked with organizations across many countries and industries, from technology, energy, and banking to non-profit, biotech and medical to insurance, gaming, telecommunications and many more.



Procter&Gamble



United Nations



Genentech
IN BUSINESS FOR LIFE



gemalto
security to be free



DAIMLER



plantronics®



San Francisco
Department of Public Health



We are a mission-driven non-profit.

We believe that when our workplaces have a culture of awareness, connection and respect, people can grow and thrive. Our partnerships with clients are part of our larger mission:

We are a global
community making
mindfulness and
emotional
intelligence practical
and accessible.
Together, we're
working toward a
more peaceful world
in which all people
feel connected and
act with compassion.

We are a community of teachers, students, partners, organizations, volunteers, mindfulness champions, and change-makers working together to impact all corners of the world. We aim to embody a mindful way of living wherever we go.

We translate complex concepts into techniques that all of us can easily understand and apply at work and in life.

Mindfulness is the ability to focus on the present moment with curiosity and openness. It underpins our emotional intelligence: understanding ourselves and others, and acting deliberately and with empathy.

The tools we choose are secular, evidence-based. These tools are applicable for everyone. Accordingly, we aim to be inclusive and reach a diverse range of individuals, communities and organizations.

We believe that mindfulness, emotional intelligence and compassion are essential ingredients for a peaceful world. Each person's individual transformation impacts their workplace, home, and community, contributing to a better world for all.

We are inspired by a future where everyone feels connected to other beings and intimately connected to their own experience. When we understand ourselves and see our similarities with others, we act with a true desire to be in service to others, which further deepens our connection.



Do you want to create a
future-ready
organization where
people thrive?

Let's go on that journey
together.

Connect with us:

info@siyli.org





Search Inside
Yourself
Leadership
Institute