

PROGRAM GUIDE

Search Inside Yourself



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

The transformational program born at Google and backed by world experts in mindfulness, emotional intelligence, leadership, and neuroscience.



www.siyglobal.com



"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



The Search Inside Yourself program

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 components:

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

Understand 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.

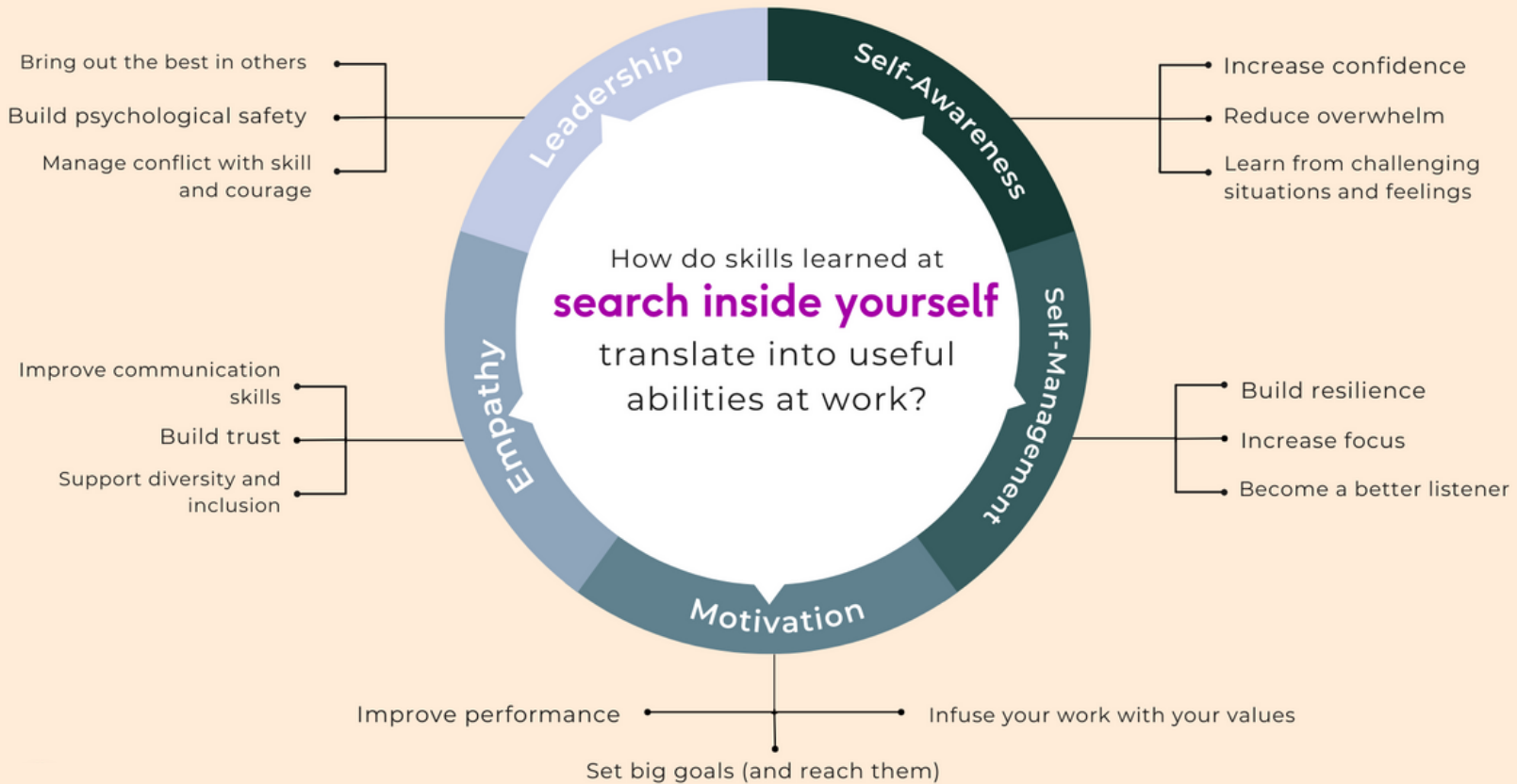
- Understand the neuroscience of empathy.
- Develop the mental habits of kindness, goodwill, and objectivity.
- Learn to attune to the emotional undertones in relationships.

Leadership

Learn to influence those around you with compassion, even while making difficult decisions. Communicate with greater insight into the different layers of emotions, perspectives, and identities, which 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.

Relevant skills for today's work challenges



"Clear, easy to follow, **powerful tools** everyone can incorporate into their life to facilitate powerful, positive change, and growth."

-program participant

Sample 2-Day Training Schedule

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

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

Group size recommendation: 20-80 people

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

Audience Details:

Who is SIY For?

SIY can be customized to work for:

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.

Benefits of Search Inside Yourself

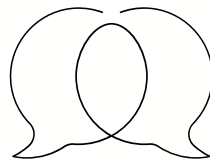
Search Inside Yourself helps people bring out the best in themselves.

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:



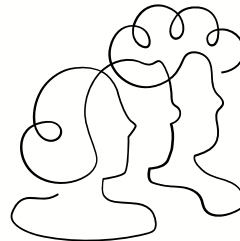
Manage stress and experience greater overall well-being.



Build empathy, connection, and more effective communication skills.



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

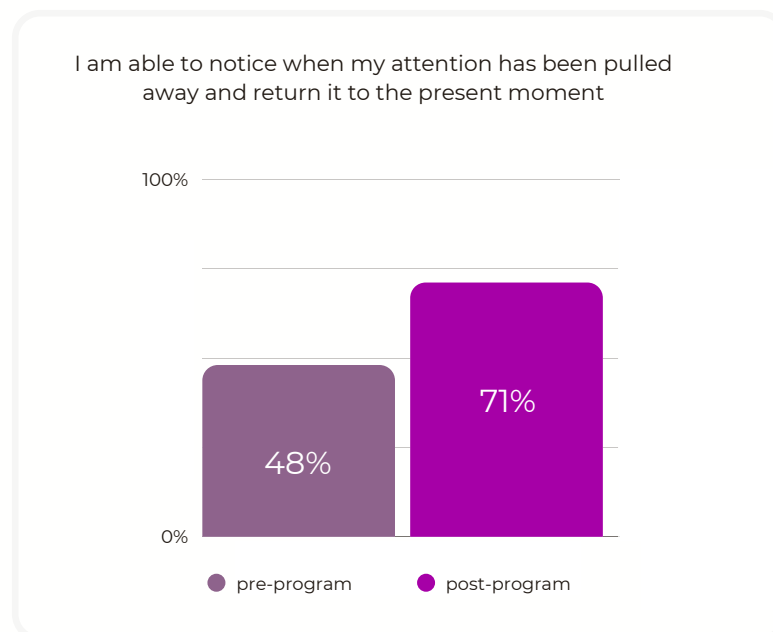
Our Impact

At SIY Global, 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 10,000 responses from training delivered in over 20 countries.

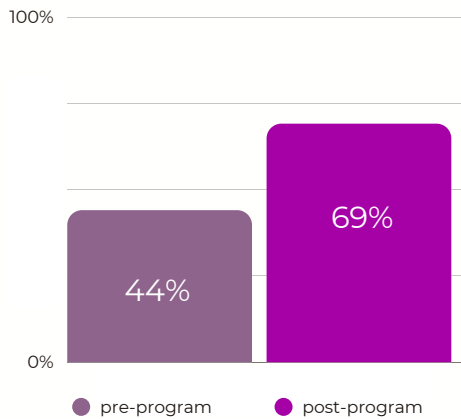
Our [impact report](#) presents all the results we have received, including those mentioned below, and provides statistically significant evidence that our core Search Inside Yourself program leads to improvement in a broad array of outcomes related to mindfulness and emotional intelligence. Every dimension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

We've surveyed 10, 842 participants from around the world.

Before taking the program, 48 percent of participants reported being able to notice when their attention was pulled away and return it to the present moment, compared to 71 percent after the program. The increase of 23 percentage points is a positive reflection of our mission to make mindfulness accessible and practical around the world.

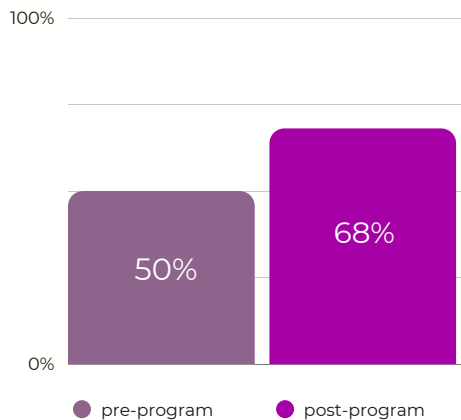


I use a deliberate technique to calm myself when I am in the middle of a stressful situation.



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.



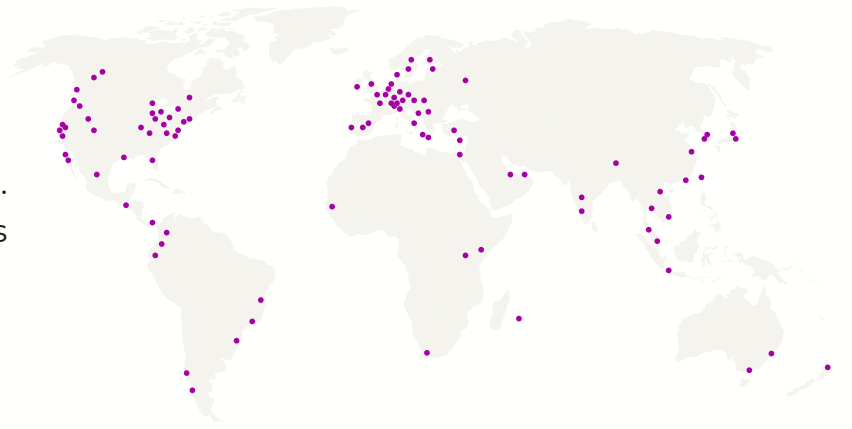
At SIY Global, we believe everyone is a leader and SIY teaches leadership skills, including how to better collaborate and work with other people, manage conflict, and have difficult conversations.

[See the full impact report at siyglobal.com/results](https://www.siyglobal.com/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 rigorous training and brings their rich experience, personal background, and expertise across all regions of the world. A full list of SIY Global's teachers can be found at www.siyglobal.com/certified-teachers.



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. [The SIY Global team] 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 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."

— “ —

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

— ” —

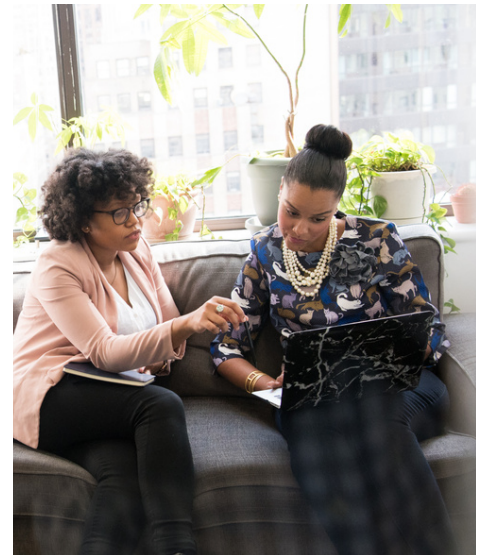
**Adam Berlew,
VP Global Marketing,
Content & Campaigns, Equinix**



About 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.

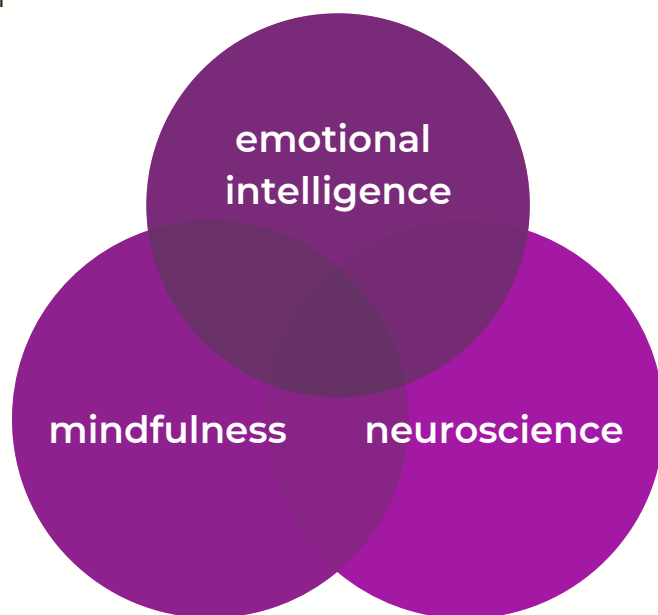
Our unique approach builds emotional intelligence skills by using mindfulness as a foundation to cultivate awareness which is the basis for all other emotional intelligence competencies. Especially when cultivated in this way, emotional intelligence can be highly trainable. Our assessments provide evidence 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. They all include about one-third content and two-thirds 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.



SIY Global'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

client engagement model

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.



Build a Partnership

We collaborate with our clients to understand desired outcomes and sustainable solutions for your organization's needs. We're committed to listening to and meeting your financial requirements, programmatic goals, and deadlines.



Customize & Prepare Roll-Out

Understanding your unique culture and goals, we create a phased roll-out plan focusing on our multilingual and multi-channel global trainings supported and sustained by our asynchronous learning platform. Custom plans often include coaching, train-the-trainer, keynotes, and executive development opportunities that serve all levels of your organization. At this stage we also conduct pre-assessments and determine additional reporting requirements.



Rapid Deployment of Programs

We deliver our trainings to your globally distributed workforce allowing employees to attend simultaneously and develop a shared experience integrating social and emotional intelligence into their work and lives. After the training, we use our post-assessment tool to determine the impact of our programs on key EQ growth areas.



Grow & Scale

Learning pods, peer-to-peer check-ins, ongoing digital learning and practice opportunities, expert coaching, and support structures help your participants integrate and maintain strong EQ-based habits and develop overall well-being. We collect data at this stage through coaching effectiveness assessments and continued learning engagement.



Deepen & Sustain

Develop a core group of internal SIY teachers with our in-depth Train-The-Trainer program, designed to leverage leaders from within your organization, and create change from the inside-out. Ensure teacher efficacy through 1:1 coaching and trainer evaluations. Additional programming (such as Adaptive Resilience and Effective Teaming) builds upon the skills trained in the SIY program.



Measure & Evaluate

At every stage of this process, we capture multidimensional datasets from participants, teacher trainees, and leaders in key emotional intelligence growth areas to determine impact metrics. We share these metrics with your team to confirm your performance, well-being, and engagement goals are met.

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.



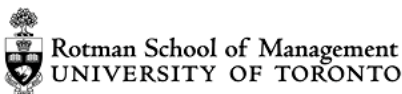
Procter&Gamble



United Nations



Genentech
IN BUSINESS FOR LIFE



DAIMLER



plantronics®



San Francisco
Department of Public Health






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



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

**Let's go on that journey
together.**

Connect with us:

info@siyglobal.com



SIY
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