



ADMINISTRATION FOR
CHILDREN & FAMILIES

OFFICE OF FAMILY ASSISTANCE
An Office of the Administration for Children & Families

POLICY ACADEMY FOR
**INNOVATIVE
EMPLOYMENT
STRATEGIES**

>> **January 7–9, 2019**

Kickoff Meeting

Renaissance Arlington Capital View Hotel • Arlington, VA



Mindfully Navigating Organizational Change

Mei Ling Ellis



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Mindfully Navigating Organizational Change

**Carol Mizoguchi
(Moderator)**

A close-up photograph of a map with several colorful pushpins (red, yellow, blue, green, pink) placed on it. The map is slightly out of focus, and the background is a light, neutral color.

Mindfully Navigating Organizational Change

Mei Ling Ellis, MPH, MSW

Policy Academy for Innovative Employment
Strategies, Kick off Meeting

January 7, 2019

3 FOCUS AREAS

IMPACT

PRACTICE

JOURNAL

SPARK YOUR INTEREST





IMPACT OF THIS APPROACH

MINDFULNESS



PAYING ATTENTION
ON PURPOSE

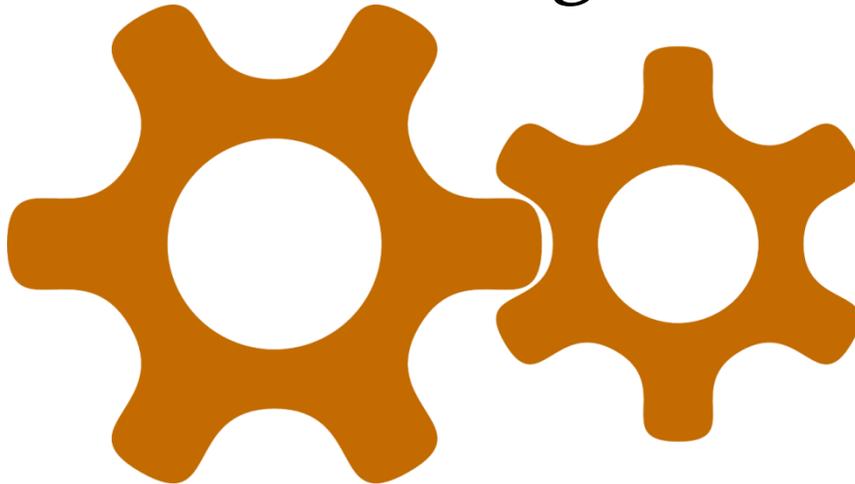
MINDFULNESS

Impact on the Brain & Body



ORGANIZATIONAL CHANGE

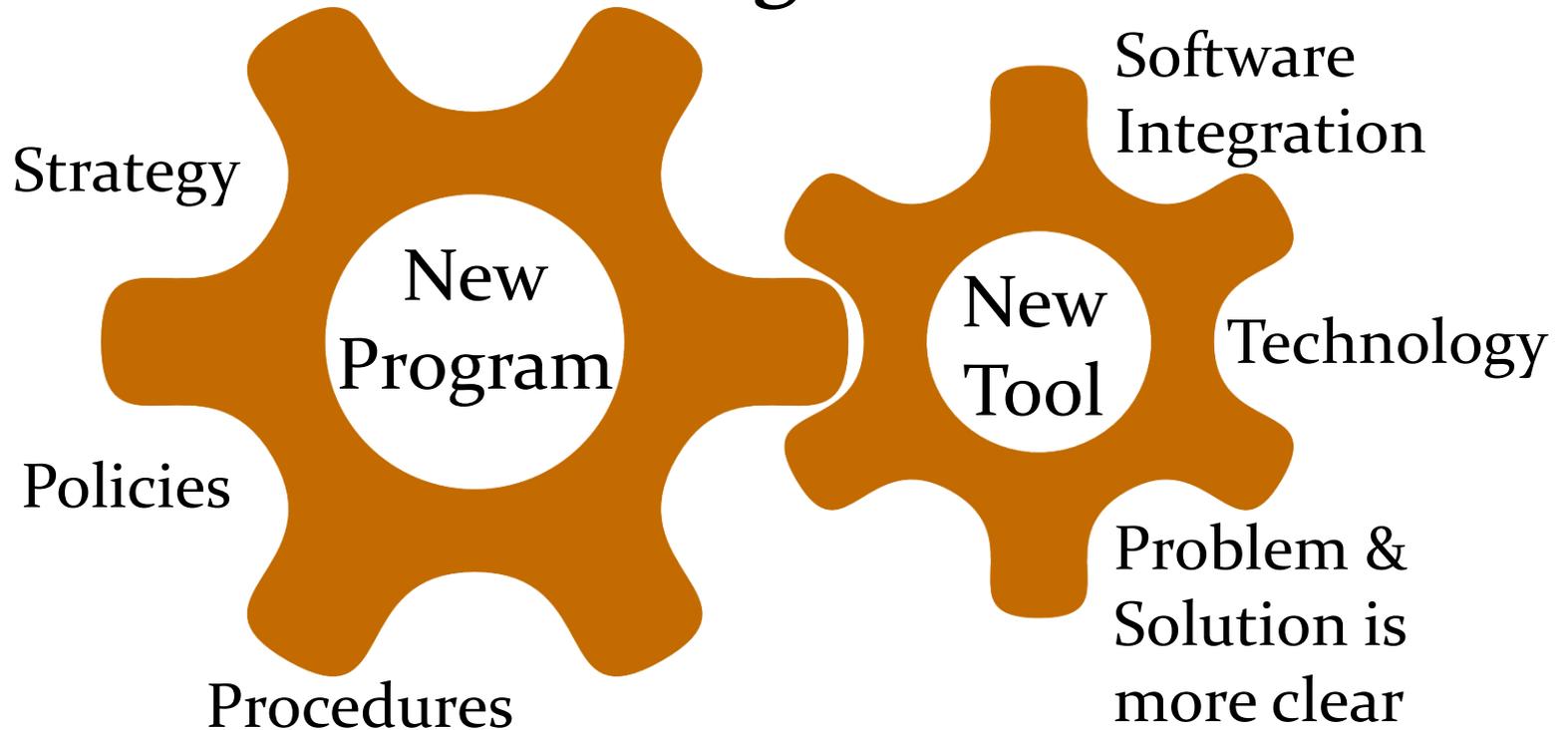
Technical Change



Adaptive Change

ORGANIZATIONAL CHANGE

Technical Change



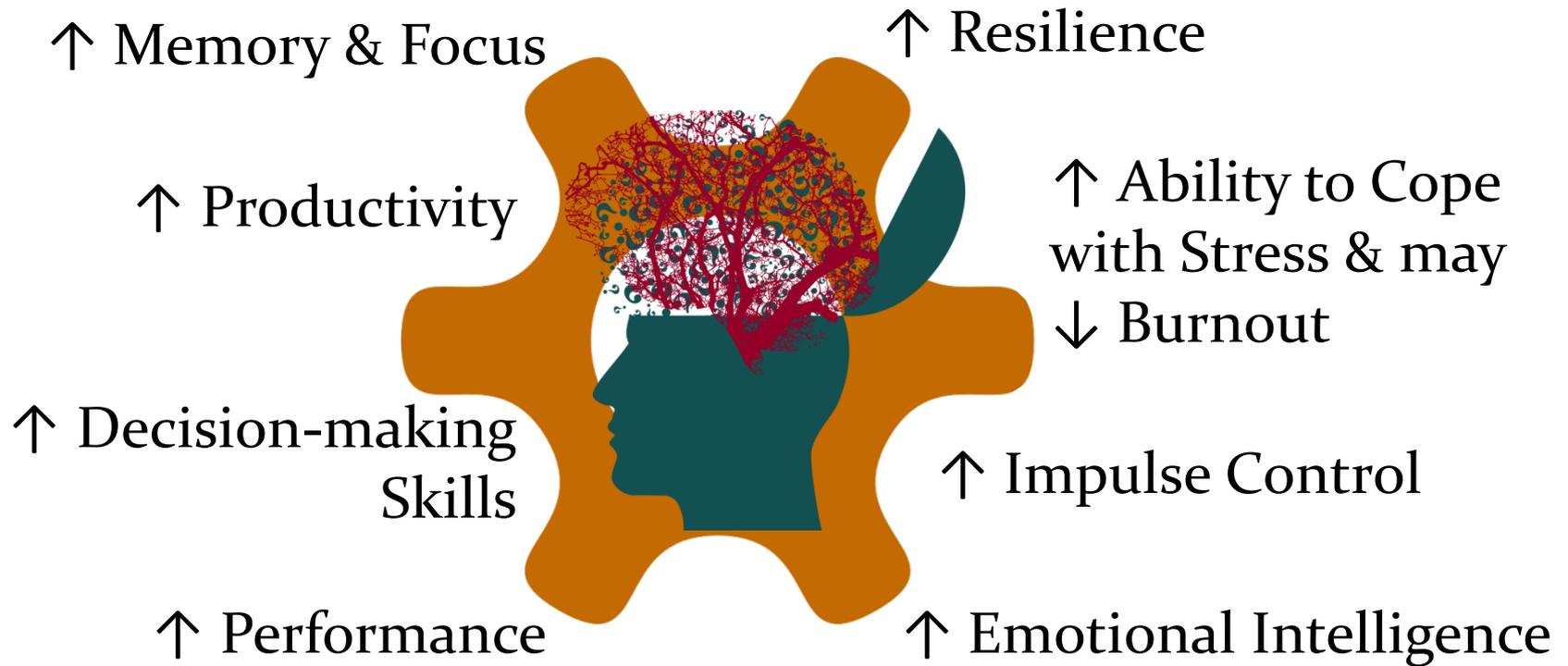
ORGANIZATIONAL CHANGE

Leadership
Learn New Skills
Work differently
Organizational Culture
Values
Self Awareness
Habits
Beliefs



Adaptive Change

IMPACT OF MINDFUL ORGANIZATIONAL CHANGE



PERCEIVED STRESS SCALE



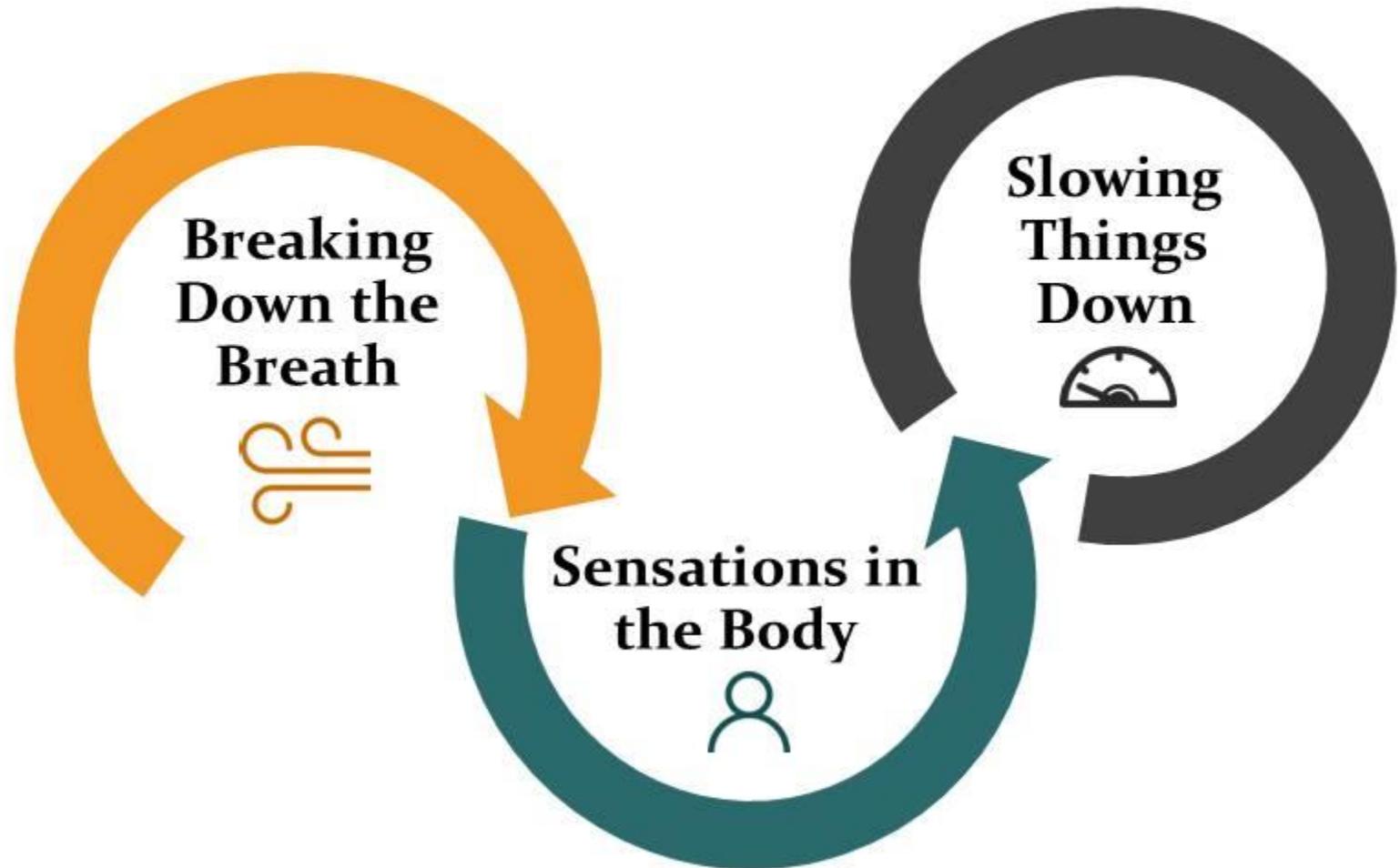
Summary of Reported Scores

The image features a warm, golden bokeh background with numerous out-of-focus light circles in shades of yellow and orange. In the foreground, several green grass blades are visible, some with small, dark, dew-like droplets on their tips. The overall atmosphere is soft and inviting.

LET'S PRACTICE

PRACTICE

MINDFULNESS TOOLS



PRACTICE

MINDFULNESS TOOLS



Journal:

- How did you experience this?

PRACTICE

MINDFULNESS TOOLS

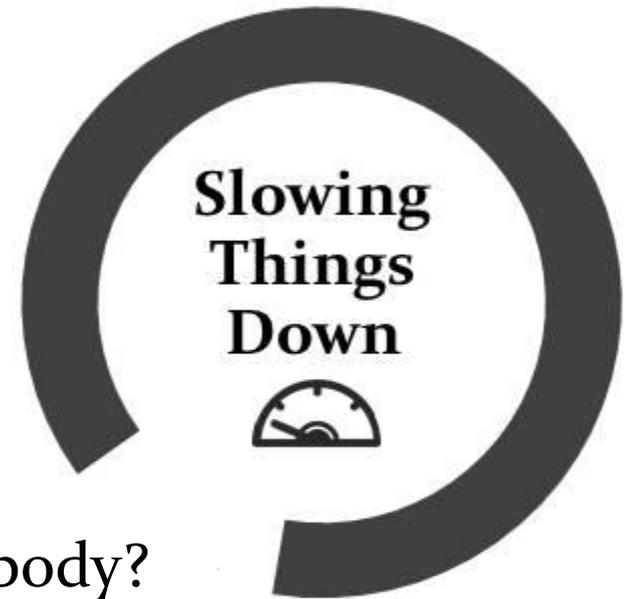
Journal:

- How did you experience this?
- What type of sensations did you notice?
- Have you noticed these types of sensations before?



PRACTICE

MINDFULNESS TOOLS



Journal:

- What emotions were you feeling?
- Where were you feeling this in your body?
- How might you have reacted differently if you were able to slow things down?
- How might this tool be useful in the PAIES work that you are doing?



JOURNAL & REFLECT

JOURNAL

- How will you use one mindful tool during the kick-off meeting this week?
- What fuels your passion for this work?



THANK YOU!