



Search Inside Yourself  
Leadership Institute

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# Program Information Guide

Bring out the best in your team.

We teach leaders tools for focus, self-awareness and resilience. Experience the mindfulness-based emotional intelligence training that was born at Google—and is backed by science.



# Contents

What We Do	3
Curriculum	4
What Makes SIY Special	5
Bring SIY to Your Organization	7
Sample 2-day training schedule	9
Our Clients	10
Our Reach	11
Our Impact	12



# What We Do

Bridging age-old mindfulness practice and modern neuroscience, Search Inside Yourself helps people in organizations bring out the best in themselves. We use a combination of live training, individual assessments, and ongoing programs to help individuals develop emotional intelligence skills to thrive in our complex, fast-paced society.



## Origins of Search Inside Yourself

Search Inside Yourself was born at Google from one engineer's dream to change the world and has become a globally recognized program. In 2007, veteran Google engineer Chade-Meng Tan brought together leading experts in mindfulness, neuroscience and emotional intelligence to develop an in-house training for Google employees. This became Search Inside Yourself and quickly grew to be the most popular training program in the company. Even after being taught for years at Google, when a new program opens enrollment, it fills almost immediately and receives a long wait List.

In 2012, a separate not-for-profit, the Search Inside Yourself Leadership Institute (SIYLI), was established to meet demand for the program from outside organizations. Google granted the IP and trademark rights to SIYLI which continues to work with Google, as well as other corporate, nonprofit and government organizations around the world to bring the Search Inside Yourself (SIY) program to as many people as possible. SIYLI's mission is to help create the conditions for world peace.

## Why "Search Inside Yourself"?

SIY founder Chade-Meng Tan named the program "Search Inside Yourself" as a play on Google's search business, and as a playful way to encourage Google's engineers to search within to develop emotional self-awareness, not just great code.



# Curriculum

Search Inside Yourself uses attention and mindfulness training to help people build the emotional intelligence skills needed for sustained peak performance, strong collaboration, and effective leadership.

## Emotional Intelligence

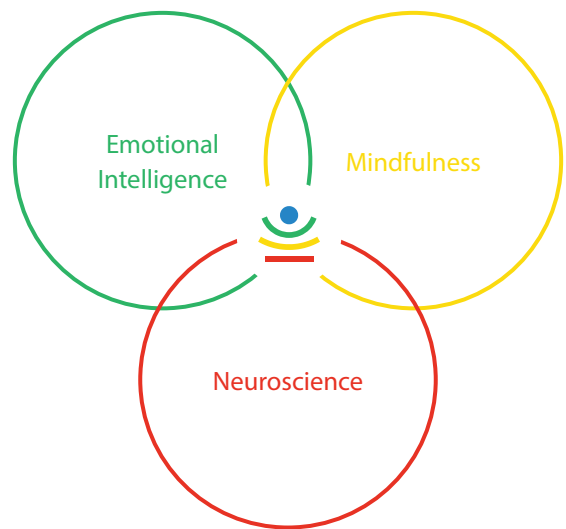
Workplace studies prove that emotional competencies predict performance, effectiveness, and wellbeing.

## Mindfulness

Research shows that mindfulness is a foundational skill that underpins the inner growth: self-awareness, self-management, and emotional skills.

## Neuroscience

Neuroscience shows that how we direct our attention determines the mental habits we form, the emotions we



## Benefits

Organizations look to Search Inside Yourself to help their employees learn skills to:

- Improve communication and collaboration skills
- Develop outstanding leadership
- Increase creativity and innovation
- Reduce stress and experience greater overall well-being

## Teachers

We share a personal commitment to practice what we teach. Our teachers are an amazing group of more than 100 experts around the world who have backgrounds in mindfulness, neuroscience, or business—several have founded their own organizations or held prominent executive positions in leading companies.

A full list of SIYLI's teachers is at [siyli.org/certified-teachers](https://siyli.org/certified-teachers).



# What Makes SIY Special

The Search Inside Yourself (SIY) Program takes a **science-based approach** that combines neuroscience, mindfulness and emotional intelligence. Through these three disciplines, SIY helps participants integrate the key building blocks for well-being, collaboration, and leadership. The program is **highly interactive**. It is approximately one-third content and two-thirds experiential exercises, including one-on-one and group conversations, attention-training practices, listening exercises, and writing activities. Each program is **tailored for the client's needs** and presented through a different lens depending on the audience, while maintaining the combination of neuroscience, mindfulness, and emotional intelligence that has made the program successful.

In an SIY program, you can expect to learn:

## Mindfulness

According to leader in the field of emotional intelligence, Daniel Goleman, the development of emotional intelligence relies on becoming more self-aware, which can be trained through mindfulness. Mindfulness, being aware and open in the present, enables stability of mind and insight into how you are feeling, thinking and reacting. Mindfulness leads to better judgment and emotional balance, especially in difficult situations. SIY teaches the neuroscience behind mindfulness and how to cultivate it as the foundational skill that enables emotional awareness, a calm and clear mind, and interpersonal effectiveness.

## Self-Awareness

Challenging situations require us to have a keen sense of our own reactions and of the patterns of behavior and leadership that we bring to each conversation. SIY's self-awareness practice enhances your perception of your emotions, habits, and behavior patterns. In particular, you'll learn to how to gather useful "data" from unpleasant emotions that arise from setbacks, without becoming overwhelmed by them. Outcomes include:

- Become comfortable with your emotional range
- Be able to accurately assess yourself
- Develop self-confidence



## Self-Regulation

To navigate our opportunities and challenges, we need to confidently manage our reactions and response. Building on self-awareness, SIY teaches how to identify and work with emotional “triggers” and other difficult situations. In this session, you’ll 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

When your work and life are aligned with your values and emotional tendencies, you will be more engaged in what you do, and more successful in reaching your goals.

- Discover and hone the values that drive your actions
- Learn practices to dream big and increase motivation
- Practice emotional and cognitive resilience, trainable skills that enable you to persevere towards your goals

## Empathy

Effective leaders and teammates are those who can understand colleagues and build relationships and trust. Understanding the science and practice of empathy also supports diverse teams to be more inclusive of their diversity. SIY teaches habits to increase empathy and strengthen your ability to understand others’ feelings and perspectives.

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

## Leadership Skills

Emotional intelligence is an essential leadership skill. 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



### Mindfulness:

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

### Emotional Intelligence

The ability to recognize your own and other people’s emotions and use this information to guide wise thinking and behavior. Workplace studies show that emotional competencies predict performance, leadership effectiveness, and well-being.

# Bring SIY to Your Organization

We help people in organizations bring out the best in themselves—enjoying greater productivity, effectiveness, and happiness—in all aspects of their work and life.

## Program Design

To SIY programs can be tailored to your organization's culture and needs. Through interviews and an individual and organizational assessment process, we develop a mutual understanding of your organization's unique goals and objectives, and customize programs accordingly.

The core of Search Inside Yourself is a two-day in-person program with follow-up practices to support participants to make habit changes at work that lead to greater well-being and emotional intelligence. SIY programs are delivered in-person by one or two SIY-certified teachers.

The program is highly interactive and includes the following core components:

- Overview of the neuroscience of emotion, perception and behavior change.
- Attention training to enable greater emotional intelligence, including self-awareness, self-mastery, motivation and connection with self and others.
- Practices for developing healthy mental habits that accelerate well-being—including effective listening, generosity, empathy, communication and social skills.
- Mindfulness and reflection practices that support happiness, overall well-being and exceptional leadership.

## Audience

The Search Inside Yourself program 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. Due to its success, the program has been expended from reaching dozens of employees per year to now thousands. The program works well for any employee that wants to develop personally, increase their well-being, and be a better teammate.

### Teams

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







## Program Options

SIYLI works with clients to figure out the best program options and can create custom solutions. For organizations that are looking for deep engagement and larger impact, we start with a needs assessment process to determine the best combination of programs and to customize them to your team's unique needs.

Options to bring SIY into an organization include:

- A Standalone SIY Program includes an interactive 2-day in-person training, followed by 4-weeks of recommended peer-to-peer practices to sustain and integrate learning and self-directed growth from the inside out.
- Keynote Address and Half-Day Introductory Programs are an introduction to mindfulness practices to develop perspective and presence as a leader.
- Internal Train-the-Trainer programs scale the delivery of the SIY program and support company-wide growth.

### **Audience:**

Employees, teams, managers, senior leaders

### **Group Size:**

20-80 people

### **Delivery:**


Onsite at your company, with virtual coaching and program follow-up

### **Teachers:**

1-2 SIY-certified teachers travel to your organization





A close-up, slightly blurred photograph of a person's hands writing in a white notebook with a black pen. The person is wearing a blue beaded bracelet. The background is out of focus, showing other people in a room.

# Sample 2-Day Training Schedule

## Day 1

### 9:00 — Start

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Practice:  
Attention Training

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How do you develop  
emotional Intelligence?

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**Mindfulness:** Moving  
from autopilot to aware

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Practice: Open  
Awareness

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Practice: Body Scan

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**Self-Awareness:** Knowing  
one's internal states

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### 12:30 — Mindful lunch

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**Self-Management:**  
Skillfully manage your  
impulses and reactions

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Practice: Mindful Listening

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Practice: Reframe and  
respond to challenges  
in the moment

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Practice: Self-  
Compassion

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### 5:00 — End of Day 1

## Day 2

### 9:00 — Introduction

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**Motivation:** Align  
your values and work

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Exercise: Alignment  
with values

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Envisioning Practice:  
Visualize your goals

---

Practice: Resilience,  
recover from setbacks

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**Empathy:** Understand  
others' feelings and  
experiences

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Exercise: "Just like me"

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### 12:30 — Mindful lunch

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Practice: Mindful Walking

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Exercise: Empathetic  
Listening

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Exercise: Difficult  
Conversations

---

**Leadership:** Lead  
with compassion

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Practice:  
Compassion Practice

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Exercise: Leadership  
Commitment

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Application Brainstorm

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### 5:00 — End of Day 2

# 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.

Google

gemalto<sup>★</sup>  
security to be free

SAP<sup>®</sup>

Capital One<sup>™</sup>

plantronics<sup>®</sup>

COX<sup>®</sup>

Genentech  
IN BUSINESS FOR LIFE

LITMAN GREGORY  
ASSET MANAGEMENT

 Rotman School of Management  
UNIVERSITY OF TORONTO

wake up  
PROJECT

SONOMA  
COUNTY  
CALIFORNIA

San Francisco  
Department of Public Health

Deutsche  
Telekom

DAIMLER

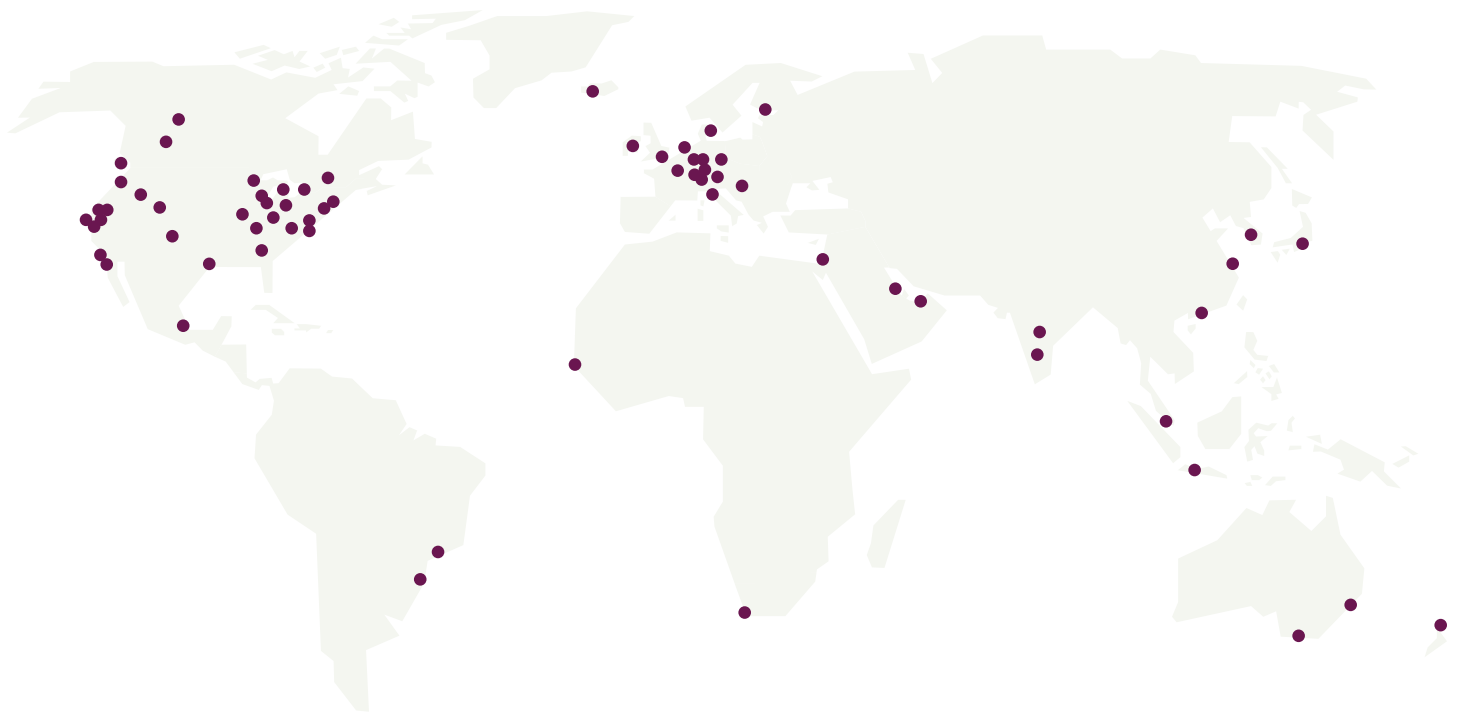
N nerdwallet  
Get more from your money.

 KAISER PERMANENTE<sup>®</sup>



# Our Reach

We have touched over 100 cities in the world with an average 4.6/5 satisfaction score.

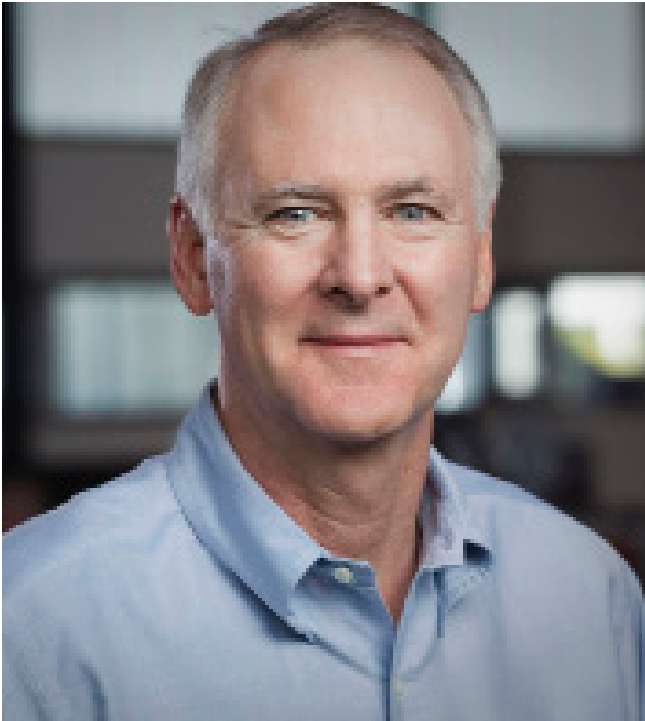


"I would highly recommend the Search Inside Yourself program as part of any leadership development curriculum. The content and case studies were relevant and accessible to a business audience. The exercises bring a surprisingly fresh approach that I found extremely valuable. We immediately were able to incorporate the exercises into our work with teams throughout Procter & Gamble."

Karen Hershenson  
Studio Leader, Procter & Gamble Title, Company



# Our Impact



Barry Margerum  
Chief Strategy Officer Plantronics, Inc.

## Client Testimonial

"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.

The Plantronics team's response to the class was outstanding. I have had a great many people thank me for bringing the class 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."

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In a survey of over  
300 SIY program  
participants:

91%

reported that they  
had enhanced  
clarity of mind

89%

improved their  
ability to  
reduce stress

85%

had an increased  
ability to connect  
with others





**Questions:**

[www.siyli.org](http://www.siyli.org)

[info@siyli.org](mailto:info@siyli.org)

"I walked into the class a bit of skeptic, but was knocked off my feet on the first day by how powerful meditation and mindfulness can be. Thank you for opening up a whole new world to me. This will likely have an even bigger impact on my life outside work!"

