

IMPLEMENTING MINDFULNESS AT HIGHLANDER

Highlander is a Mindful Finance company dedicated to creating a better world. Both as a company and as individuals, we are committed to joining the practices of finance with the practices of mindfulness.

Through training our minds we are able to better understand ourselves; and we are better able to understand the needs, goals, and aspirations of our clients. In turn, we are both able to be of service to our clients; and better able to work with the complex variables, emotional traps, and discipline required in investment decision making.

We apply the principles of mindfulness to 4 key aspects of our work:

- (a) our minds
- (b) our bodies
- (c) our emotions, and
- (d) our business practices.

The core principles of mindfulness include intention, awareness of the present moment, and objectivity. We find that when we apply ourselves to these principles we are less driven by unconscious habits, and we are more able to meet whatever we experience with clarity and creativity. As a result, we strive to protect our clients from unnecessary suffering, and harness the power of finance to uplift humanity.

"We work on ourselves in order to help others, but also we help others in order to work on ourselves."

- Pema Chodron





LIST OF PRACTICES

Accessing the benefits of mindfulness comes from repeated, intentional practice. As with the physical body, in mindfulness training what is used grows stronger, and what is not used deteriorates. Therefore, it is most advantageous to bring mindfulness activities into our work lives as often as possible. Below is a list of some of the practices we employ on a regular basis.

• BODY

Physical Exercise:

Description- Dedicating time in the work week for physical fitness.

Benefits- Increased energy levels and healthy functioning of our bodies.

Nature Walk:

Description- Taking time outside and bringing attention to the natural world.

Benefits- Regulates nervous system, accesses perspective and creativity, supports strategic dialogue, and provides support for difficult conversations.

• EMOTION

Tactical Pause:

Description- Stopping what we are doing, recognizing and labeling our activated state, bringing attention into the body, connecting to the stability and support of the earth, and allowing the activated state to finish its cycle.

Benefits- Regulates a triggered nervous system and thereby allows for more effective functioning of our brains and bodies. This is useful in any triggering situations.

Red, Yellow, Green Check-In:

Description- Assign a color to represent our state (in terms of levels of stress and ability to be present) and disclose that with each other.

Red = Highly Stressed, Yellow = Somewhat Stressed, and Green = Well Regulated.

Benefits- Brings the whole person more present, and supports nervous system regulation and therefore the availability of our higher-order functions. Creates a more human and more wholesome environment & culture.

• MIND

Sitting Mindfulness Practice:

Description- This is done for a set amount of time, in an upright seated posture, intentionally noticing a present moment aspect of experience such as breathing.

Benefit- Gaining leverage over habitual reactivity, promoting high-order brain functioning, decreasing the negative effects of lower or survival based nervous system functioning.

Provides structure for beginning and ending meetings. Creates an atmosphere of respect.

Individual Retreat Practice:

Description- Dedicated time (approx. 2 weeks) during the year for individual retreats.

Benefits- Stabilizing and increasing the benefit of mindfulness practice.

Diad Practice:

Description- Pairs take turns addressing a compelling question for 5 minutes. Listener does not intervene at all, and when the 5 minutes are over they reflect what they heard.

Benefits- Deepening of understanding of our experiences and situations

• BUSINESS PRACTICES

Bow Practice:

Description- This is done in an upright posture, hands on the thighs, and with a present centered awareness, offering a bow to the group.

Benefits- Quickly bringing group's awareness into the present moment. Provides structure for beginning and ending meetings. Creates an atmosphere of respect.

Natural Cycles and Schedule:

Description- Identifying and intentionally scheduling initiatives and foundational business activity with the natural creative constraints of the seasons and business cycles.

Benefits- Optimizes effectiveness, and protects against undue and expensive toil and frustration.

Immunity to Change Process:

Description- Professionally facilitated process for uncovering the implicit, habitual behaviors and thought processes that are preventing goal achievement.

Benefit- Increased energy and resources through resolved internal conflicts of interest.