

MENTORING AND TRAINING

Maturing and integrating the multiple intelligences in transformation will improve one's ability to lead and to adapt to the current pressures at work.

To support Adaptive Leaders, we are offering programs that harness and integrate the following multiple intelligences:

IQ - Intellectual quotient: understanding of content, context, theories, and concepts.

EQ - Emotional quotient: relationships, self-awareness and awareness of others, self-regulation, compassion, and connection.

SQ - Spiritual quotient: intangible essence, presence, authenticity, principle, co-creation capacity.

PQ - Physical quotient: embodiment of the essence of values, integration of the self through movement and physical expression.

Self-regulation and the awareness of its importance is the foundation of almost all the programs at Karmarati. We believe that with this as a foundation, professionals will be better able to bring themselves forward to face whatever challenges they may encounter.

Some areas of support and mentorship for the various Adaptive Leaders programs include:

1. Uncovering the Blind Spot of Leadership
2. Challenging Assumptions
3. Power of Values
4. Transformation
5. Embodiment of Values for Professionals
6. Leading as Women for Professionals
7. Unlocking Adaptive Challenge
8. Adaptive Leadership
9. Values and Purposes
10. Energizing Passion at Work
11. Co-Creating Energy
12. Consciousness, Beliefs and Motivation
13. Listening and Creativity
14. Energy and Body: Effective Connection
15. The 7 Centers of Awareness for Professionals
16. Iceberg Coaching
17. Still-Shifting Method

The details of any mentorship program and the length of each program are customized based on discussions with each client and based on answers to a questionnaire intended to capture in-depth background information.

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MATURING
LEADERSHIP
THROUGH WELL-BEING

MENTORING
TRAINING
CONSULTING

FOR INDIVIDUALS AND GROUPS



BE AN ADAPTIVE LEADER

The demands of professional and organizational roles can bring excessive mental pressure and physical tension, especially when individuals are not fully equipped with a healthy sense of personal autonomy and self-care, and lack the capacity to confidently access their creative decision making processes. These pressures and tension may lead to work related depression, anxiety, or boredom. Some may feel trapped in stagnation, some feel loss of motivation and interest, while others may suffer issues in personal autonomy and have difficulty concentrating. Other dysregulated symptoms include lack of listening capacity, lack of energy and creativity, poor communication skills, poor quality of rest, and many other physical imbalances. All of these problems will have a range of negative effects on the individual's personal and (potentially) professional lives. A leadership position—first and foremost—requires one to lead her- or himself

TRANSFORMATION THROUGH VALUES FOR PROFESSIONALS



Well-Being and Productivity Workshop for Corporation



FTV Self "Facilitating Transformation through Values"



Well-Being and Empowerment Workshop for Groups and Public



Online Workshop and Facilitation

through challenges and external triggers without sacrificing her or his personal well-being, autonomy, and health. The challenge to successfully fulfill one's professional and leadership roles is not limited to technical know-how or one's social networking. The *interior state* of leaders (e.g. their beliefs, values, mindset, motivation, and perspective) define how they solve problems, how they co-create with their environment, and how they insightfully inspire others. Healthy or creative tension (which in the subject of energy body is called "contraction") is necessary to perturb any stagnating condition to create possibilities (this is called "expansion").

The skillful usage of this contraction-expansion dynamic supports the individual capacity to be *adaptable* in times of challenge and crisis. Each individual leader has a unique set of potentials that when facilitated properly may result into highly effective and adaptive leaders.

SOME REFERENCES AND FRAMEWORK FACILITATED BY OUR PROGRAMS INCLUDE ASPECTS OF MODERN SCIENTIFIC KNOWLEDGE AND ANCIENT WISDOM TRADITIONS. THE COMBINATION OF THE TWO DISCIPLINES STRENGTHENS THE EMBODIMENT OF TRANSFORMATION.