

What is DotUrMinds?

How I made friends with my mind and my team:

Today, I help stressed out corporate teams relieve tension through mindful team building so they can perform at their highest level.

But it wasn't always this way.

As a Project Manager at an software company, I was smack-dab in the middle of every moving part of every complicated project.

Our team was stressed and anxious because we could never agree how to get a job done.

I knew what our clients desired, but also knew our engineers wouldn't be able to get it done on time (despite what our executives had promised the clients.) My own patterns of overthinking, stress, and anxiety resulted in my inability to speak up and create a roadmap forward for our team.

At the same time, I cared for my special needs daughter. We'd go to the hospital every two months for surgeries, hoping for a miracle. Yet ... no solution came. Instead of being happy each surgery went well, we were disappointed that my beautiful young daughter yet again would come home uncured.

The more tightly I grasped to everything – my engineers' frustrations, our executives' demands, our client's disappointments, and the stress of being a special needs Mom at home – the more stuck in fear we all felt.





Through ancient mindfulness techniques, I provide team building to enhance productivity, problem solving, and trust between coworkers.

I knew something had to change. I had to learn how to deal with high pressure situations, both in my family life and in the work environment.

86% of executives cite lack of collaboration or ineffective communication for workplace failures. Our overthinking was not going to work anymore – we needed to release the tension and bring in mindfulness.

At work, I started bringing entire teams together in community, instead of 1:1s where everybody complained about each other. I used mindfulness techniques to slowly nudge people out of fear and approach tasks with curiosity.

I showed them how to stop thinking of the worst-case scenario into the expansive, limitless possibility of a “what if it goes right” mindset.

I reminded them to stop getting in their own way by breaking projects down into smaller chunks and creating a minimum viable product.

Within one quarter, tasks started being turned in before the deadline. Creativity flourished and new ways of doing things made workflows more effective.

The complaining and yelling matches stopped. Our team became “unstuck” and stepped into productivity. Staff retention and culture was through the roof.

Clients started trusting us because we told the truth. Our teams built camaraderie and had each others’ back. Everybody was empowered to speak up if an executive’s plan just wasn’t going to work. Engineers figured out how to communicate and collaborate to solve their own problems and find solutions without fear.

How did I go from afraid and silent to managing a happy and collaborative team?

Well, I had recently hosted my first mindfulness event in my home. I brought together women for a Rangoli (sand dot art) session – an ancient Indian art form.

These women were transformed.



My clients say their teams can solve problems more effectively and their attention spans and focus improve.

They all had smiles on their faces and were communicating in a new way. They worked together to create a beautiful sand art they knew would be swept away at the end. It wasn't permanent, so they didn't overthink.

When you grasp sand too tightly in your hand, it falls out. But if you can find the right pressure, you can create beautiful sand art. The same principles happen in life and in work.

The impermanence of the art helped these women let go of overthinking, anxiety, and fear. It created space for them to be in community with each other. I knew I could instill this same mindset in the corporate workplace.



The seven pillars of mindfulness are: Trust, Non-Judging, Non-Striving, Letting Go, Acceptance, Beginner's Mind, and Patience. I thought, 'how could our workplace be different if each team member committed to these principles?'

Mindfulness totally transformed our team, and many other teams I've now worked with. Combining my experience in agile scrum methodology and passion for mindfulness has been a gamechanger.

I offer mindful sand dot team building experiences to give corporate teams a mental vacation.

If your team struggles with overthinking, unclear communication, and lack of team camaraderie, I am here to guide you to solution.

Gratefully,

Vani Shiroor

Mindful Team Building Coach

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