

Stress & Resilience Skills for the Biotech Professional

Also called “Martial Arts for the Mind”

Gain clarity of mind and an increased capacity to meet and overcome life's challenges. This training provides both physical and cognitive techniques to overcome the negative impacts of stress, and to increase our capacity to bounce back from adversity. Navy Seals use these techniques to calm intense fear before combat. Actors and athletes use them to reduce stress during performance. Learn how to stop the stress response before it arises, and to find effective ways to release it once present. You'll learn how to:

- Understand and communicate more sensitively with people without denying or sacrificing your own feelings
- Manage challenging work situations with greater calm and clarity of mind
- Release stress with simple relaxation, breathing, and meditation techniques that can be done in just a few moments
- Achieve significant relief from chronic pain, insomnia, and high blood pressure
- Enhance personal productivity. Focus the mind to achieve results more quickly and effectively amidst 24/7 hyper-connectivity and distractions

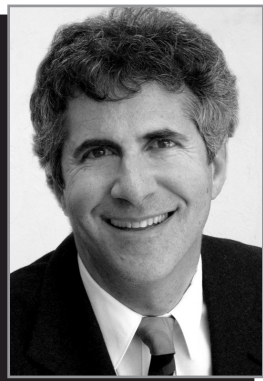
“I work with hundreds of the finest trainers throughout the world. Your presentation is in the top 10%. You really motivate and change people. Your enthusiasm shines through what you do, and the effect is dramatic.”
—Bob Cancalosi, Global Chief Learning Officer
GE Healthcare

◆
“So many programs on stress or work/life balance can be one-dimensional. Your program teaches people a new perspective that makes it much easier to handle challenges of any kind, small or large.”
—Debra Hardison, Director, HR, Genencor

◆
“Our employees include some of the country's finest research scientists, and they gave this program top ratings. It's a big plus that the program is based on clinical research and that people can experience the results of the techniques first-hand. Even our traditional skeptics were won over.”
—Erin Smith, Training Coordinator,
Stanford Linear Accelerator Center

—Clients include—

GE Healthcare • Genencor
NASA • EMC • Citrix
Nokia • Juniper Networks
U.S. Navy • Dionex • OralB
Gilead • Onyx Pharmaceuticals
Stanford Research Institute (SRI)
Wilson Sonsini Goodrich & Rosati
Stanford School of Medicine



David and Karen Gamow

David and Karen Gamow are two of the leading corporate stress and meditation trainers in the United States. They have personally trained over 30,000 people in these methods in a wide range of settings from high-tech to government. Their training has been an integral part of management development programs for NASA, SSA, and GE Healthcare. They have provided training for the military and UN peacekeeping support. The Gamows' presentations are consistently among the highest-rated trainings an organization provides its people. Authors of *Freedom from Stress*, their work has been featured in *Gannett News*, *Industry Week*, *Investor's Business Daily*, and *Money Magazine*.



CLARITY SEMINARS

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david@clarityseminars.com
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David & Karen Gamow, Trainers & conference speakers

Learning and behavioral objectives **Stress and resiliency training**

1. Gain control over how you respond to others, especially in challenging situations.
2. Respond appropriately to interruptions, deadlines, and competing demands on time.
3. Gain mastery over your mind and emotions, so you can remain calm at the moment of conflict, and prevent situations from escalating.
4. Evaluate critical situations more clearly and impersonally.
5. Reduce the effects of negative emotions on decision-making.
6. Understand and communicate more effectively with difficult employees/colleagues.
7. Use breathing methods to increase mental focus, and reduce dependence on unhealthy methods of alleviating stress (anger, withdrawal, alcohol, caffeine, avoidance, etc.)
8. Achieve significant relief from insomnia high, blood pressure, pain, and other stress-related conditions that interfere with both productivity and on the job demeanor.
9. Enhance personal productivity. Focus the mind where you want it to go, to achieve results more quickly and effectively.

Instructional strategy:

The training is a combination of lecture, experience of techniques, Q & A, and voluntary interaction between the instructor and participants. Participants experience exercises and ideas as observers/scientists, and are encouraged to test them for themselves, in the classroom. The program is both entertaining and challenging, with the goal of a significant and dramatic shift in understanding and insight.

Course content:

The training consists of two approaches to stress: cognitive and physiological. The cognitive training culminates in a 4-step process developed at Harvard that helps participants break the cycle of responding to challenging situations in stressful or non-productive ways. Participants gain an understanding of the mind and its habitual, unconscious responses to external challenges, and also learn how to consciously choose a different response. To the extent that stress is a feeling of being out of control, stress is reduced as we gain mastery over our responses, even in small ways.

The second prong of the training is hands-on practice in a number of relaxation, breathing, and meditation techniques that are clinically proven to reduce stress and enhance mental focus. Participants are also trained to relax the body at will, relieve physical tension, and relieve or eliminate pain. Other benefits include reducing or eliminating insomnia, reducing blood pressure, and enhancing resilience.



Genencor International, Inc.®

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David and Karen Gamow
Clarity Seminars
240 Monroe Drive, #215
Mountain View, CA 94040

Dear David and Karen:

Thank you so much for an excellent seminar. I can see why this course comes highly recommended. I add my recommendation as well.

So many programs on stress or work/life balance can be one-dimensional. They talk about specific problems and what to do in each one. This is fine, but then whenever something new comes up, people are left high and dry.

Your program teaches people a new perspective that makes it much easier to handle challenges of any kind, small or large. It's so much more useful! I really feel that each attendee received real tools that can make an immediate difference in both their work and personal lives. I know the participants felt the same way, from the immediate feedback I received after the program.

We look forward to having you back again soon.

Sincerely,

Debra Hardison, Human Resources
Genencor International



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P.O. Box 3603
Sunnyvale, CA 94088-3603
408 737 0700
Fax 408 730 9403

David & Karen Gamow
Clarity Seminars
240 Monroe Drive, Suite 215
Mountain View, CA 94040

Dear David and Karen,

Thank you for bringing your training to our managers. I'm happy to report that the feedback has been very positive. For weeks afterwards, we've been hearing participants talking about the things they learned and how they are applying them. Our director received an earful; everyone trooped off to his office to say how great the program was.

It is rare to find a training program that is both personally rewarding for attendees and directly beneficial to the company as well. I believe we will have better managers and employees as a result of your work.

Your class included people from many diverse cultural backgrounds and from many scientific fields. I was surprised and pleased how highly your program was rated, especially by scientists who are traditionally a tough audience to please. It helps that your program is scientifically based, and that participants can personally experience the benefits of the techniques immediately in the classroom, as well as afterwards on their own.

One of my staff has been going through a long and challenging time with illness in her family. She's reported a dramatic improvement in her ability to handle difficult interactions with others. I know many others have benefited personally and professionally.

I highly recommend this training. It's an excellent investment in our people—something that improves their performance on the job, and in life. We plan to have you back again, soon.

Sincerely,

Toni Smith, Director
Human Resources
Dionex Corporation



Stanford University
Stanford Linear Accelerator Center
Operated for the U.S. Department of Energy by Stanford University

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Training Coordinator

David & Karen Gamow
240 Monroe Drive, Suite 215
Mountain View, CA 94040

Dear David and Karen,

Thanks to both of you for another superb session today! Your program has proven to be popular here. As always, we are receiving wonderful feedback.

A stream of people leaving the classroom thanked us personally, saying that this was the most beneficial training they ever attended. Typical of the comments we received was this enthusiastic evaluation: "Two thumbs up! This is a workshop not to be missed. It will change your life!" We pride ourselves on offering practical training to our people, so this is saying something, indeed.

Our employees are an extremely intelligent group of people, including some of the country's finest research scientists, and they gave this program top ratings. It's a big plus that the program is based on clinical research and that people can experience the results of the techniques first-hand. Even our traditional skeptics were won over.

We're very pleased to provide this training to our employees, and plan to have you back again soon. This program is very much needed, and it works.

Sincerely,

A handwritten signature in black ink, appearing to read "Erin M. Smith". The signature is fluid and cursive, with a large, stylized "E" and "S".

Erin M. Smith
Training Coordinator

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David and Karen Gamow
Clarity Seminars
240 Monroe Drive, #215
Mountain View, CA 94040

Dear David and Karen:

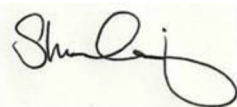
Thank you for presenting at our Western States Affiliate's Executive Team annual planning session in July. What a pleasure it was to learn from the two of you and benefit from the concepts and techniques you have mastered in effectively managing stress. The feedback on your session has been very positive and, as one of our tenured senior staff members shared, this was the best session she has participated in during her 20 years in terms of personal and professional impact.

There was spirited audience participation, which we very much appreciated. I also appreciated how willing you were to help our people gain insights, and to patiently listen to and answer their questions.

We have been working on accelerating progress in shaping an even greater level of personal and shared accountability aligned with the results we are committed to achieving as an organization. We know that we have the talent, desire and capabilities across our organization. What we were most hoping to gain from your session was what you provided us — the critical dimension of *how* to actually make the kinds of personal changes we need to become more effective managers and leaders. It was perfect for equipping our team with the hands-on tools for gaining greater control over our reactive process and how to choose appropriate responses when under high levels of stress. You provided helpful insights into how to bring the best out of ourselves — and our staff and volunteers. Many people commented to me afterward that this was something they very much appreciated and that it came at just the right time for us.

You were a pleasure to work with as presenters. With a last minute room re-arrangement, you were calm and cheerful, and put me at ease. It was a happy sign that you practice what you preach. I highly recommend this training for any group serious about helping their managers become better leaders. These are essential tools for work, and for life.

Sincerely,



Sheree Chiang
Senior Vice President, Human Resources



STANFORD UNIVERSITY SCHOOL OF MEDICINE

Stanford University Medical Center

Human Resource Group

David and Karen Gamow
Clarity Seminars
240 Monroe Drive, Suite 215
Mountain View, CA 94040

Dear David and Karen,

I am writing to let you know that I have heard excellent reviews of your three-hour stress management seminar, *Breaking the Cycle of Stress*, which you conducted yesterday for 14 of our Directors of Finance and Administration and senior management staff. They commented that it was “fabulous” and the fastest 3 hours they had ever spent. I heard some remarkable reports of the benefits people experienced.

Due to the excellent feedback, we would like to have you return for an encore presentation. We have also received an inquiry about doing a session for one of our other departments.

One of the participants wrote:

“I couldn’t wait to tell you how much I appreciated the workshop. I am never able to sit in a chair for long due to my bad back. Yet, I had absolutely no trouble sitting the entire three hours without even a hint of being uncomfortable (which I am 99.99% of the time). Another positive outcome is that I have done the guided exercises 5 days in a row and am seeing tremendous ongoing benefits [in both pain relief and communicating more effectively with others]. I can’t begin to thank you enough for the workshop and all that I learned and gained from it. The benefits are incredible. Meeting these presenters has changed life dramatically for me in so many ways and in such a short time.”

Thank you so much for the wonderful experience you provided for our administrators, and for providing a very useful, worthwhile training session for our professional staff. They not only found it informative, they are very enthusiastic about incorporating the techniques they learned into their everyday work life.

Sincerely,

A handwritten signature in cursive script that reads "Cori".

Cori Bossenberry
Director
Human Resource Group



David & Karen Gamow
Clarity Seminars
240 Monroe Drive, #215
Mountain View, CA 94040

Dear David & Karen,

Thanks so much for your recent trainings at our San Francisco and Fort Lauderdale offices.

The techniques and skills you share are very effective and beneficial. As you know, we work in a fast-paced, fast-changing business environment. I believe that these are critical skills for achieving our goals with greater clarity of mind, without losing our sense of humor or our health along the way.

The feedback I've received from the participants was equally positive and reiterates my comments above. While it has been some time now since I attended the pilot session you provided, I can add from my own personal experience that I am able to deal more effectively with difficult situations and people, as well as with my always substantial workload.

We have a savvy audience when it comes to training, having hosted some of the most noted speakers and authors in the country, and I heard from several participants that your presentation was one of the best they'd experienced.

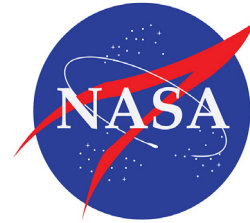
I highly recommend your training. We look forward to bringing these benefits to more employees throughout the country this fall and in the future.

Sincerely,

A handwritten signature in black ink, appearing to read "Jeff Fanselow".

Jeff Fanselow, Manager
Learning & Development
CBS Interactive

National Aeronautics and
Space Administration
Ames Research Center
Moffett Field, CA 94035-1000



Reply to Attn of: DQH:218-2

Karen & David Gamow
Clarity Seminars
240 Monroe Drive, Suite #215
Mountain View, CA 94040

Dear Karen & David,

I want to thank you for the exceptional job you did on the "Breaking the Stress Habit" course here at Ames today. It was even better than the first class, and that one was tremendously successful! Feedback on the evaluations from all participants has been so enthusiastic...8-10s on a scale to 10. Can't get much better than that. After the first class, one manager told me "It's the best thing I've ever taken at Ames," and he's been here almost 20 years.

I feel this is the best stress management program we've ever offered in my 20 years at the Center, and I'm thrilled that we have you on contract for two more classes before the end of the fiscal year. With the response as great as it has been (30 people signed up for the class today!) it's obvious there's a great need. I am confident that we can continue to offer our employees this practical training in life that provides effective tools they can work with, and not just a lot of talk.

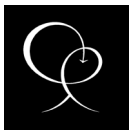
People I've spoken with about the course have commented on feeling more focused, calm, and have experienced increased productivity that continued for weeks after the training. It's exciting to think that hundreds of employees will be trained in these life-affirming techniques all over Ames as we continue to offer this course. This could truly revolutionize Ames Research Center. At least, it will revolutionize many people's lives on a daily basis.

In the face of the constant uncertainty, reduction in force, budget cuts, and reorganization facing NASA, this course is exactly what everyone needs. I wish we could make it mandatory for all employees...Now that would be revolutionary! Please feel free to refer any potential clients in industry or government to me for a recommendation.

Sincerely,

A handwritten signature in black ink that reads "Miriam Glazer".

Miriam Glazer, MA,
MPH Health Programs Manager



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David & Karen Gamow

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Course outline

This outline is for a complete 3.5 hour training (ideal length when possible)

The course can be presented in 3 hours with a single break, if desired.

Shorter lengths are possible if necessary.

0:00-1:20 Part 1: Physiology

Brief overview

Scientific research on stress, and benefits of what participants will learn today

Guided practice session

Q & A on techniques

1:20-1:30 Break

1:30-2:35 Part 2: Cognitive skills for resiliency: Self-mastery in daily life

Commonly held perceptions that dramatically increase negative responses,
such as anger, fear, or stress

Becoming aware of habitual reactions that derail our effectiveness

Learning to step back: how to move into seeing the bigger picture before reaction

A 4-step process developed by a Harvard M.D. for learning how to choose
our responses consciously, even under high-stress conditions.

Exploring real-life applications in work and life

(voluntary classroom participation, not role-play)

2:35-2:45 Break

2:45-3:20 Part 3: Physiology

Guided practice session

(two additional techniques, and full-practice, shortened version)

Detailed: cognitive and physiological benefits of each of the techniques

3:20-3:30 Closing

Closing Q & A/Evaluations

Handouts: Clinical research

Guided breathing, relaxation, and meditation techniques (CD)

Benefits and applications of techniques

In the heat of battle: cognitive skills for self-mastery under pressure



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SEMINARS**

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*David & Karen Gamow
(650) 917-1186 • david@clarityseminars.com*

Fee Schedule

3.5 hour seminar	\$2,400	San Francisco Bay Area
Note: If we are already in your area training for other clients, a session would be approximately \$2,800-\$3,200 depending on travel.	\$4,200	West Coast or AZ
	\$5,700	Midwest
	\$6,400	East Coast

Price is all-inclusive: includes 2 trainers, travel (air, hotel, car) and materials
Additional trainings on the same day or consecutive days are \$2,800 each.

Additional notes:

Recommended maximum is 35 participants.
More people can be included if needed.

Shorter program lengths are possible; pricing is the same.