

Course Catalog



SIY
global

TABLE OF CONTENTS

click on any section to learn more

03 about SIY Global

TOPIC	LEADERSHIP PROGRAMS	INDIVIDUAL CONTRIBUTOR PROGRAMS
Foundational Emotional Intelligence	04 ALL EMPLOYEES Search Inside Yourself	
	05 Leading with Emotional Dynamics™	13 Excelling with Emotional Dynamics™
	06 Intuitive Leadership	
Change & Resilience	07 Navigating the Emotions of Change	14 Succeeding with Adaptive Resilience
	08 Leading the Adaptive Shift	
Teams	09 Creating High-Trust Teams	15 Performing as a High-Trust Team
Conflict	10 Bridging Conflict for Positive Outcomes	16 Turning Conflict into Opportunity
Multi-Generational Teams	11 Leading Multi-Generational Teams	17 Collaborating Across Generations
Innovation	12 Driving Rapid Innovation	18 Innovating Through Empathetic Design

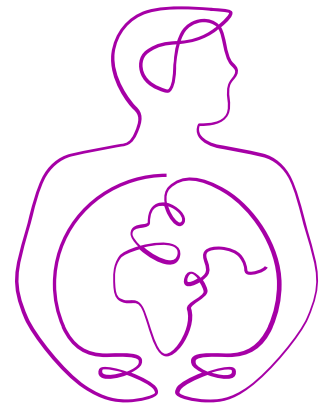
about SIY Global

SIY Global is a science-based learning company that delivers world-class emotional intelligence programs built on a unique blend of neuroscience and mindfulness to create high-performing workplaces where people and business can flourish.

born at Google, expanded to do more good

Our flagship program, Search Inside Yourself (SIY), was originally developed by top minds at Google to help its engineers develop emotional intelligence, enabling them to thrive as individuals and teams in a high-performing environment.

The popularity of the program at Google showed that there was a greater need for our approach worldwide, leading to the creation of our nonprofit, the Search Inside Yourself Leadership Institute (SIYLI), and our public benefit corporation, **SIY Global**.



220K

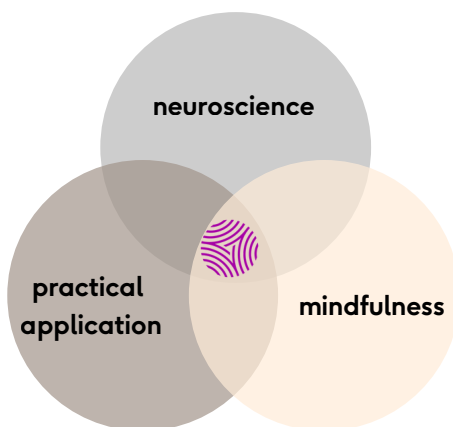
people trained

93

net promoter score

10+ years

of proven results



the science behind our approach

Humans have an incredible capability to intentionally alter the neural networks in our brain to change how it functions, which is called neuroplasticity.

At SIY Global, our unique approach to building emotional intelligence is built on the foundation of neuroscience, using mindfulness techniques to purposefully change the way our brains recognize, process, and respond to emotions for better results at work.

all level program

search inside yourself

Skill Objective

Build foundational emotional intelligence skills that positively transform how people manage the emotions of work inwardly and outwardly, especially in difficult or high-stress roles.

Overview

Originally developed at Google, Search Inside Yourself (SIY) takes a science-based approach that combines neuroscience, mindfulness, and emotional intelligence. Through these disciplines, it helps participants to integrate key building blocks that can be applied at work and in life.

SIY starts with a live (online or in-person) training, followed by a four-week integration period to ensure new skills become enduring habits. The program is highly interactive, with approximately one-third content and two-thirds experiential exercises, including one-on-one group conversations, attention-training practices, journaling, and listening activities.



learning objectives

1. Regulate stress and enhance well-being through mindfulness and emotional intelligence practices.
2. Improve focus and attention, leading to greater productivity and performance.
3. Strengthen resilience and emotional regulation to navigate challenges with confidence.
4. Communicate with clarity and empathy, fostering deeper connections and collaboration.
5. Develop self-awareness and intrinsic motivation to align actions with values.

Ways clients use this program

The Search Inside Yourself Program is an immersive experience that can be flexibly applied in a broad range of situations. Here are some of the ways that clients have used the program:

- Leadership programs
- Wellness offerings
- Immersive team or leadership retreats
- For high-stress roles
- Crisis response
- Organization-wide culture initiatives
- Mindfulness initiatives

program logistics

audience

everyone

participants

up to 24 per cohort

format

live session (virtual or in person)

duration

1- or 2-day formats

leading with emotional dynamics™

Skill Objective

Build core emotional intelligence skills to enable leaders to perform under stress across all areas of their role.

Overview

Leading with Emotional Dynamics™ is a transformative leadership course designed to help leaders harness emotional intelligence for better performance. Built on the proven content of the Search Inside Yourself program originally developed at Google, this course develops emotional intelligence through a unique blend of neuroscience, mindfulness, and practical application tools.

Leaders in this program learn to recognize, regulate, and respond to both their own emotions and others'. Through powerful mindfulness tools, they learn techniques to develop their self-awareness and emotional regulation skills. With these skills, leaders can make more intentional decisions, strengthen relationships, and lead with clarity and confidence.



learning objectives

1. Build emotional awareness, identifying emotions accurately and understanding their impact on leadership, decision-making, and communication.
2. Apply mindful focused attention practices to shift from autopilot to a more intentional, present state of mind.
3. Identify and manage emotional triggers that impact leadership effectiveness.
4. Use emotional intelligence to stay grounded under pressure and make sound decisions.
5. Strengthen constructive empathy to navigate interpersonal tensions and build high-trust relationships.

program logistics

audience

frontline and mid-level leaders

participants

up to 24 per cohort

format

blended self-paced and live (in-person or virtual) learning

duration

4 hours of live learning (may be divided into (2) 2-hour sessions)

asynchronous learning

Insights: (20 min. each)

- Pre-program EQ Self-Insight Tool
- Post-Program Personal Growth Inventory

Microcourses: (10 min. each)

- Emotional Awareness
- Managing Emotions
- Constructive Empathy

Personalized Application Challenges (30 min. each)

navigating the emotions of change

Skill Objective

Build leaders' skill to proactively address emotional challenges during a significant change initiative to reduce resistance to change and increase likelihood of success.

Overview

Leaders set the emotional tone for change. Their ability to recognize, manage, and influence emotions determines whether change efforts succeed or stall.

This interactive, two-part course empowers leaders to detect, direct, and design emotional energy to fuel transformation. By understanding the hidden emotional forces that shape change initiatives, participants will gain the skills to turn resistance into momentum, disengagement into motivation, and uncertainty into innovation.



learning objectives

1. Build emotional awareness, identifying emotions accurately and understanding their impact on leadership, decision-making, and communication.
2. Apply mindful focused attention practices to shift from autopilot to a more intentional, present state of mind.
3. Identify and manage emotional triggers that impact leadership effectiveness.
4. Use emotional intelligence to stay grounded under pressure and make sound decisions.
5. Strengthen constructive empathy to navigate interpersonal tensions and build high-trust relationships.

program logistics

audience

frontline and mid-level leaders

participants

up to 24 per cohort

format

blended self-paced and live (in-person or virtual) learning

duration

4 hours of live learning (may be divided into (2) 2-hour sessions)

asynchronous learning

Insights: (20 min. each)

- Pre-program Self-Insight Tool
- Post-Program Personal Growth Inventory

Microcourses: (10 min. each)

- Emotional Barriers to Change
- The Dynamics of Change Resistance

Personalized Application Challenges (30 min. each)

intuitive leadership

Skill Objective

Address the emotional barriers to innovation and create structured approaches to guide a team to produce more innovative solutions.

Overview

More than 90% of our decisions are influenced by our intuition - or "gut feeling" - and other unconscious mental processes. That's why it's critical for leaders to understand how their intuition is guiding them, and how to recognize the signals that can alert them when their intuition may cause them to think too narrowly.

Intuitive Leadership offers leaders a science-based approach to recognize how their perceptions and past experiences shape their intuition. They'll also learn interoceptive awareness, which offers physical clues about how intuition is affecting performance and decision-making.



Content Highlight: Perception Box™

To master your intuition, this course dives into the science of Perception Box™, which is the invisible mental box we all have based on beliefs, biases, and personal history that shapes the way we view and experience the world.

By developing body-based awareness, you'll learn how to recognize physical and emotional signs of a contracted Perception Box and work to expand it, enabling you to break through limiting beliefs about yourself and others, become more resilient through change, and improve performance.



learning objectives

1. Explore the neuroscience behind perception and its impact on beliefs, assumptions, behavior, and decision-making.
2. Develop practical strategies to increase awareness of how perceptions and beliefs are shaping your intuition, enabling better control over reactions and decisions.
3. Apply awareness and emotional intelligence practices to mitigate the influence of assumptions and enhance interpersonal interactions.
4. Cultivate a mindset that encourages continuous personal growth and the ability to support others in their development.

program logistics

audience

mid- to senior-level leaders

participants

up to 24 per cohort

format

live session (virtual or in person)

duration

3.5 hours of live learning

leading the adaptive shift

Skill Objective

Enable leaders to support their team while managing their own emotions around sudden and unexpected change.

Overview

One of the most difficult challenges for leaders is when they need to support their teams through major change, yet are struggling to deal with their own emotions about the change. This often occurs when the change is outside leaders' control, such as major changes in market demands, mass layoffs, organization-wide technology changes, etc.

Adaptive resilience is the ability to shift from a stress-based, threat response to a challenge-oriented mindset, increasing focus, problem-solving, and personal agency. This program helps leaders support their teams during rapid and uncertain change, while also addressing their own emotions and mindsets.



learning objectives

1. Understand how to create clarity with how you are responding to change and stress
2. Learn and practice shifting to a challenge response vs threat response
3. Learn and practice how to spot and support direct reports who are struggling with change and stress
4. Determine priorities for applying learned skills.

program logistics

audience

frontline and mid-level leaders

participants

up to 24 per cohort

format

blended self-paced and live (in-person or virtual) learning

duration

4 hours of live learning (may be divided into (2) 2-hour sessions)

asynchronous learning

Insights: (20 min. each)

- Pre-program Self-Insight Tool (20 min.)
- Post-Program Personal Growth Inventory (20 min.)

Microcourses: (10 min. each)

- The Science of Resilience
- The STOP Framework for Resilience
- Shifting Perception with ACT
- Proactively Addressing Resilience with PACE

Personalized Application Challenges (30 min. each)

creating high-trust teams

Skill Objective

Develop leaders' ability to manage team performance and collaboration by building psychological safety and managing the emotional dynamics of the team.

Overview

Successful teams are intentionally built by leaders who understand how emotions, perception, and psychological safety shape performance.

Using a science-backed approach, leaders will develop emotional awareness to enhance decision-making, build psychological safety, and improve communication through mindful listening and empathy.

Through interactive exercises, team simulations, and reflective practices, participants will gain practical strategies to create high-trust environments, encourage learning-focused mindsets, and lead teams that thrive.



learning objectives

1. Explain why trust is essential for team performance and describe what it looks like in daily work.
2. Recognize behaviors and patterns that signal whether trust is present or eroding on their team.
3. Strengthen conditions that help people speak openly, feel included, and contribute more fully.
4. Create shared clarity around goals, roles, and decisions so teams can move forward with confidence.
5. Foster a team culture that shifts away from a mindset of failure-avoidance mindset toward one that is learning-focused.
6. Identify how perspectives and biases shape team dynamics.

program logistics

audience

frontline and mid-level leaders

participants

up to 24 per cohort

format

blended self-paced and live (in-person or virtual) learning

duration

4 hours of live learning (may be divided into (2) 2-hour sessions)

asynchronous learning

Microcourses: (10 min. each)

- Foundations of Trust
- Inside the Trust Triangle
- Leader Impact & the Perception Box

Personalized Application Challenges (30 min. each)

bridging conflict for positive outcomes

Skill Objective

Enable leaders to address the emotions surrounding workplace conflict to ensure differing points of view are heard and considered for productive and positive outcomes.

Overview

Leaders don't just manage conflict—they shape how it unfolds. Their response impacts team culture, collaboration, and business outcomes. This course equips leaders with the emotional intelligence and structured strategies needed to anticipate, guide, and resolve conflicts effectively.

A key focus is on the P.E.A.C.E. Model, which provides a framework for facilitating productive conflict conversations, and the TKI Conflict Model, which helps leaders flex between different resolution strategies. Participants will learn to regulate emotions in high-stakes situations, coach employees through conflict, and foster a culture where disagreements drive better decisions and stronger collaboration.



learning objectives



1. Identify their own conflict tendencies and how they impact their leadership style.
2. Recognize how emotions influence conflict and develop strategies for self-regulation in high-stakes situations.
3. Apply the TKI Conflict Model to choose conflict strategies that align with team and organizational dynamics.
4. Use the P.E.A.C.E. conflict resolution model to prepare for, facilitate, and resolve workplace conflicts effectively.
5. Navigate conflicts, balancing multiple perspectives while maintaining alignment.
6. Create a culture of psychological safety, where conflict is addressed openly and productively.

program logistics

audience

frontline and mid-level leaders

participants

up to 24 per cohort

format

blended self-paced and live (in-person or virtual) learning

duration

4 hours of live learning (may be divided into (2) 2-hour sessions)

asynchronous learning

Insights: (20 min. each)

- Pre-program Self-Insight Tool (20 min.)
- Post-Program Personal Growth Inventory (20 min.)

Microcourses: (10 min. each)

- Conflict Strategies
- The PEACE Model

Personalized Application Challenges (30 min. each)

leading multi-generational teams

Skill Objective

Build a psychologically-safe team culture that recognizes and leverages diverse generational perspectives as strengths for better team outcomes.

Overview

This program equips frontline and mid-level leaders with the skills to navigate generational differences, foster psychological safety, and build high-performing teams. Grounded in neuroscience and emotional intelligence, the program helps leaders understand generational perspectives, enhance communication, and create positive team cultures.

Through interactive learning and real-world application, participants develop strategies to manage generational conflict, strengthen collaboration, and lead with empathy. The program provides practical tools to foster engagement across all generations, ensuring leaders can create work environments where every team member feels valued and empowered.



learning objectives

1. Understand the unique attributes of different generations.
2. Learn techniques to improve team dynamics and foster a collaborative environment that values contributions from all generations.
3. Create an environment of psychological safety for the entire team.
4. Determine priorities for continuing to develop as leaders of a multigenerational team.

program logistics

audience

frontline and mid-level leaders

participants

up to 24 per cohort

format

blended self-paced and live (in-person or virtual) learning

duration

4 hours of live learning (may be divided into (2) 2-hour sessions)

asynchronous learning

Insights: (20 min. each)

- Pre-program Self-Insight Tool (20 min.)
- Post-Program Personal Growth Inventory (20 min.)

Microcourses: (10 min. each)

- Fostering Multi-generational Team Psychological Safety
- Navigating Generational Conflict & Communication Differences

Personalized Application Challenges (30 min. each)

driving rapid innovation

Skill Objective

Address the emotional barriers to innovation and create structured approaches to guide a team to produce more innovative solutions.

Overview

Speed drives innovation, but emotions and perceptions can either accelerate or block the process. When teams fear failure or struggle to embrace new perspectives, brainstorming stalls and solutions fall short.

This course introduces a structured approach to rapid innovation, integrating psychological safety, team dynamics, and design thinking. Leaders will learn how emotions influence problem-solving, decision-making, and risk-taking—either fueling creativity or reinforcing blind spots. Through hands-on activities and rapid ideation, participants will gain the tools to navigate uncertainty, harness emotions productively, and drive user-centered, high-speed innovation.



learning objectives

1. Recognize how team dynamics shape problem-solving and innovation decisions.
2. Apply psychological safety principles to create an environment where diverse ideas thrive.
3. Use design thinking methods to accelerate user-centric innovation from problem definition to rapid prototyping.
4. Implement structured collaboration techniques (e.g., noting and voting) to maximize participation.
5. Avoid common innovation blockers and quickly validate high-potential ideas.
6. Develop a rapid experimentation mindset—learning fast, iterating often, and minimizing costly failures.

program logistics

audience

frontline and mid-level leaders

participants

up to 24 per cohort

format

blended self-paced and live (in-person or virtual) learning

duration

4 hours of live learning (may be divided into (2) 2-hour sessions)

asynchronous learning

Insights: (20 min. each)

- Pre-program Self-Insight Tool (20 min.)
- Post-Program Personal Growth Inventory (20 min.)

Microcourses: (10 min. each)

- The Role of Psychological Safety in Innovation
- Design Thinking for Leaders

Personalized Application Challenges (30 min. each)

excelling with emotional dynamics

Skill Objective

Build core emotional intelligence skills to enable individual contributors to deliver top performance under stress and improve collaboration

Overview

Success at work depends on more than technical skills. Rather, the most critical factor in performance is how you collaborate with others, especially in terms of how you navigate challenges, manage emotions, and stay focused under pressure.

Built on the proven content of the Search Inside Yourself program originally created at Google, this course develops foundational emotional intelligence through a unique blend of neuroscience, mindfulness, and practical application tools.

With these tools, they are able to better maintain composure under stress, respond thoughtfully in challenging moments, and collaborate more effectively.



learning objectives

1. Develop self-awareness by recognizing thoughts, emotions, and physical sensations in the moment.
2. Build emotional awareness, identifying emotions accurately and understanding their impact on focus, decision-making, and workplace interactions.
3. Apply focused attention practices to shift from autopilot to a more present, intentional state of mind.
4. Manage stress and emotional triggers with simple, effective techniques to stay composed under pressure.
5. Strengthen attentional presence in conversations to improve workplace communication.

program logistics

audience

individual contributors

participants

up to 24 per cohort

format

blended self-paced and live (in-person or virtual) learning

duration

3 hours of live learning (may be divided into (2) 90-minute sessions)

asynchronous learning

Insights: (20 min. each)

- Pre-program EQ Self-Insight Tool
- Post-Program Personal Growth Inventory

Microcourses:

- Emotional Awareness
- Managing Emotions
- Constructive Empathy

Personalized Application Challenges (30 min. each)

succeeding with adaptive resilience

Skill Objective

Build core emotional intelligence skills to enable individual contributors to deliver top performance under stress and improve collaboration

Overview

Change and stress are inevitable—but how we respond to them determines our growth, engagement, and well-being. Adaptive resilience is the ability to shift from a stress-based, threat response to a challenge-oriented mindset, increasing focus, problem-solving, and personal agency.

This highly interactive program prioritizes real-world practice, collaborative discussions, and applied exercises so that learners leave with practical skills they can apply immediately.



learning objectives

1. Understand how to create clarity with how you are responding to change and stress
2. Learn and practice shifting to a challenge response vs threat response
3. Learning and practice how to support teammates who are struggling with change and stress
4. Determine priorities for applying learned skills

program logistics

audience

individual contributors

participants

up to 24 per cohort

format

blended self-paced and live (in-person or virtual) learning

duration

3 hours of live learning (may be divided into (2) 90-minute sessions)

asynchronous learning

Insights: (20 min. each)

- Pre-program Self-Insight Tool
- Post-Program Personal Growth Inventory

Microcourses:

- The Science of Resilience
- The STOP Framework for Resilience
- Shifting Perception with ACT

Personalized Application Challenges (30 min. each)

performing as a high-trust team

Skill Objective

Enhance team collaboration skills by creating a shared environment of psychological safety that welcomes differing perspectives, addresses difficult challenges, and builds trust.

Overview

Creating a culture of psychological safety isn't just a leader's job—it's a team effort. Every team member plays a role in fostering an environment where colleagues feel safe to share ideas, take risks, and learn from mistakes.

Through interactive exercises, real-world simulations, and discussions, participants will build emotional awareness to shift from a failure-avoidance mindset to a learning-focused approach. They'll develop practical skills in mindful listening, empathetic communication, and inclusive collaboration, ensuring they actively contribute to a culture of trust and innovation.



learning objectives

1. Understand what psychological safety is and why it's critical for high-performing teams.
2. Recognize how their personal experiences and perceptions impact their interactions within a team.
3. Shift from a failure-avoidance mindset to a learning-focused approach.
4. Practice mindful listening and empathetic communication to support open dialogue.
5. Apply strategies to encourage diverse perspectives and balanced team participation.
6. Take actionable steps to contribute to a culture of safety, trust, and collaboration.

program logistics

audience

individual contributors

participants

up to 24 per cohort

format

blended self-paced and live (in-person or virtual) learning

duration

3 hours of live learning (may be divided into (2) 90-minute sessions)

asynchronous learning

Microcourses:

- The Neuroscience of Teamwork
- Emotional Intelligence for Team Success

Personalized Application Challenges (30 min. each)

turning conflict into opportunity

Skill Objective

Enable teams to share differing points of view for healthy, productive conflict that creates opportunities for better performance as a team.

Overview

Conflict can either strengthen relationships or create division—it all depends on how it's handled. This course helps team members build self-awareness and emotional intelligence to navigate conflict productively.

Participants will identify their default conflict patterns, regulate emotions, and apply structured resolution techniques using the P.E.A.C.E. and TKI Conflict Models. Unlike traditional programs, this course emphasizes emotional intelligence, psychological safety, and empathy to ensure that conflict leads to better collaboration, problem-solving, and workplace relationships.



learning objectives

1. Identify default conflict responses and how they shape workplace interactions.
2. Recognize how emotions influence conflict dynamics and develop strategies to manage emotional triggers.
3. Apply the TKI Conflict Model to flex between conflict strategies based on the situation.
4. Use the P.E.A.C.E. conflict resolution model to structure conflict conversations effectively.
5. Strengthen empathetic listening and emotional awareness to navigate tense discussions with confidence.
6. Implement practical skills to improve how you approach and resolve conflict in daily work.

program logistics

audience

individual contributors

participants

up to 24 per cohort

format

blended self-paced and live (in-person or virtual) learning

duration

3 hours of live learning (may be divided into (2) 90-minute sessions)

asynchronous learning

Insights: (20 min. each)

- Pre-program Self-Insight Tool
- Post-Program Personal Growth Inventory

Microcourses:

- Conflict Strategies
- The PEACE Model

Personalized Application Challenges (30 min. each)

collaborating across generations

Skill Objective

Enable multigenerational teams to recognize and value different generational perspectives to encourage individuals to contribute at their highest levels for maximum team performance.

Overview

This course helps individual contributors enhance communication, collaboration, and conflict resolution in multi-generational teams. By integrating neuroscience, emotional intelligence, and practical team-building techniques, the program equips participants with the skills to navigate generational dynamics, foster psychological safety, and build stronger workplace relationships.

With a focus on real-world application, participants engage in exercises that address common workplace challenges, such as resolving generational conflicts, increasing trust, and ensuring all voices are valued. The program provides practical tools for navigating workplace norms, reducing power dynamics, and fostering open dialogue across generations.



learning objectives

1. Gain insights into the distinct characteristics of each generation and develop empathy to understand their perspectives and motivations.
2. Exercise empathy and understanding for how generational perspectives influence the contributions and approaches of each team member.
3. Identify and address personal challenges that hinder psychological safety and team cohesion.
4. Contribute to creating a psychologically safe environment that supports all team members in their contributions.

program logistics

audience

individual contributors

participants

up to 24 per cohort

format

blended self-paced and live (in-person or virtual) learning

duration

3 hours of live learning (may be divided into (2) 90-minute sessions)

asynchronous learning

Insights: (20 min. each)

- Pre-program Self-Insight Tool
- Post-Program Personal Growth Inventory

Microcourses:

- Increasing Empathy Across Multi-generational Teams
- Fostering Multi-Generational Team Psychological Safety
- Navigating Generational Conflict Through Curiosity & Empathy

Personalized Application Challenges (30 min. each)

innovating through empathetic design

Skill Objective

Enable teams to address the emotional aspects of innovation, recognizing where their own emotions can serve as barriers to progress as well as where tapping into emotions can improve outcomes.

Overview

Successful innovation isn't just about new ideas—it's about solving real problems for real people. Too often, solutions miss the mark because they lack a deep understanding of user needs and emotions.

This course helps individual contributors apply empathetic design principles, using deep listening, user research, and design thinking to create truly impactful solutions. By engaging in deep empathy, participants uncover hidden insights and develop innovations that resonate. Through interactive exercises and real-world case studies, they'll gain practical tools to embed empathy into every stage of the innovation process.



learning objectives

1. Recognize how their own perception influences the way they interpret user needs and feedback.
2. Apply empathetic listening and observation techniques to uncover deeper user insights.
3. Use design thinking methods to empathize, define, and ideate solutions that solve real problems.
4. Avoid common perceptions in innovation that lead to solutions that don't meet user needs.
5. Co-create solutions with end users using iterative feedback and user testing.
6. Embed empathy as a daily practice in problem-solving, collaboration, and decision-making.

program logistics

audience

individual contributors

participants

up to 24 per cohort

format

blended self-paced and live (in-person or virtual) learning

duration

3 hours of live learning (may be divided into (2) 90-minute sessions)

asynchronous learning

Insights: (20 min. each)

- Pre-program Self-Insight Tool
- Post-Program Personal Growth Inventory

Microcourses:

- Break Out of Your Perception Box
- Empathy: Your Innovation Superpower

Personalized Application Challenges (30 min. each)

emotions power
performance

