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MANAGING MENTAL HEALTH AS LEADERS IN A VOLATILE, UNCERTAIN, COMPLEX, & AMBIGUOUS WORLD



WHY TALK ABOUT MENTAL HEALTH IN LEADERSHIP?



Nina Kaiser, Ph.D.

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WHY TALK ABOUT MENTAL HEALTH IN LEADERSHIP?

BEING A LEADER OR CEO IS STRESSFUL.

- 75% of executives have seriously considered quitting their jobs in order to better support their well-being.¹
- There is high turnover in CEO roles, often as the result of stress and mental health concerns.²
- In a 2024 survey, 55% of CEOs reported having experienced a mental health issue.³



¹ [Deloitte Well-Being at Work survey](#); ² Challenger, Gray, & Christmas, Inc. CEO Turnover Report; ³ Businessolver State of Workplace Empathy Study



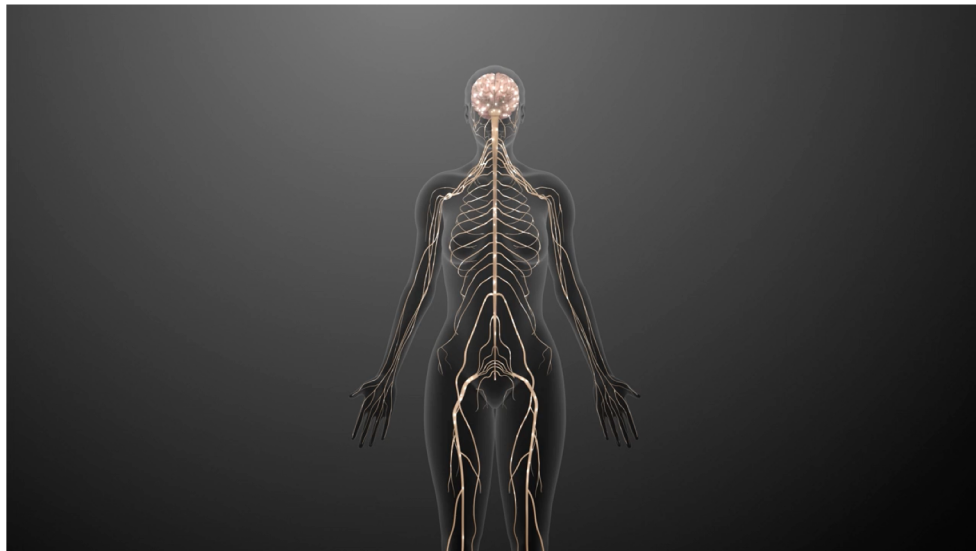


“Here’s your problem—it looks like you’re paying attention to what’s going on.”

Source



5

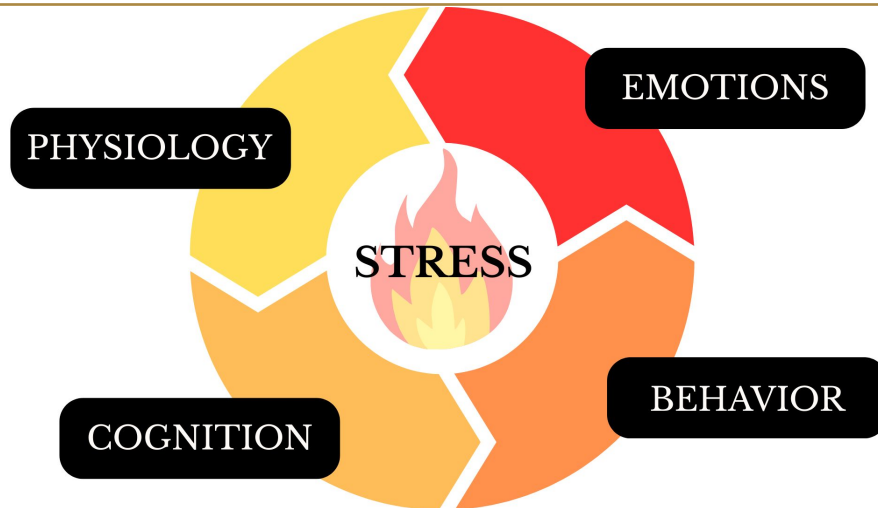


6

Nina Kaiser, Ph.D.



YOUR MENTAL HEALTH MATTERS



FOUNDATIONAL RESILIENCE

MENTAL HEALTH THAT SUSTAINS LEADERSHIP

Mirjam Quinn, Ph.D.



See what you need

THE HEALTHY MIND PLATTER



9

Healthy mind cont'd

THE SEVEN MENTAL ESSENTIALS

1. Focus Time

Why it matters: Deep focus boosts motivation, learning, and satisfaction (Csikszentmihalyi, 1990).

2. Play Time

Why it matters: Play lowers stress and improves overall well-being (Brown & Vaughan, 2009).

3. Physical Time

Why it matters: Exercise reduces anxiety and depression; improves focus and memory (Ratey, 2008).

10



THE SEVEN ESSENTIALS CONT'D

4. Time In

Why it matters: Builds emotional regulation and reduces stress (Hölzel et al., 2011).

5. Down Time

Why it matters: Enhances creativity and prevents burnout (Immordino-Yang et al., 2012).

6. Sleep Time

Why it matters: Sleep improves memory, emotion regulation, and immunity (Walker, 2017).



11

...AND THE MOST CRITICAL ONE OF ALL

CONNECTING TIME

WHY IT MATTERS: STRONG SOCIAL TIES IMPROVE IMMUNITY, REDUCE STRESS, AND LENGTHEN LIFE (HOLT-LUNSTAD ET AL., 2010).



12

Do what you need,
consistently

MAKING IT STICK

WHY WE STRUGGLE WITH CHANGE

WE AIM TOO BIG: "I'LL START WORKING OUT AN HOUR EVERY DAY."

WE FORGET: HABITS AREN'T ABOUT GOALS. THEY'RE ABOUT IDENTITY.

13



4 Laws of Behavior Change (James Clear)

1. MAKE IT OBVIOUS

2. MAKE IT ATTRACTIVE

3. MAKE IT EASY

4. MAKE IT SATISFYING

14



Your mental health matters: let's do some math

Cost in:

- Hours
- Emotions
- Relationships
- Money

Make one tiny promise to yourself, right now

15



STRESS



16



REGULATING YOUR NERVOUS SYSTEM: AKA, STRESS MANAGEMENT



17

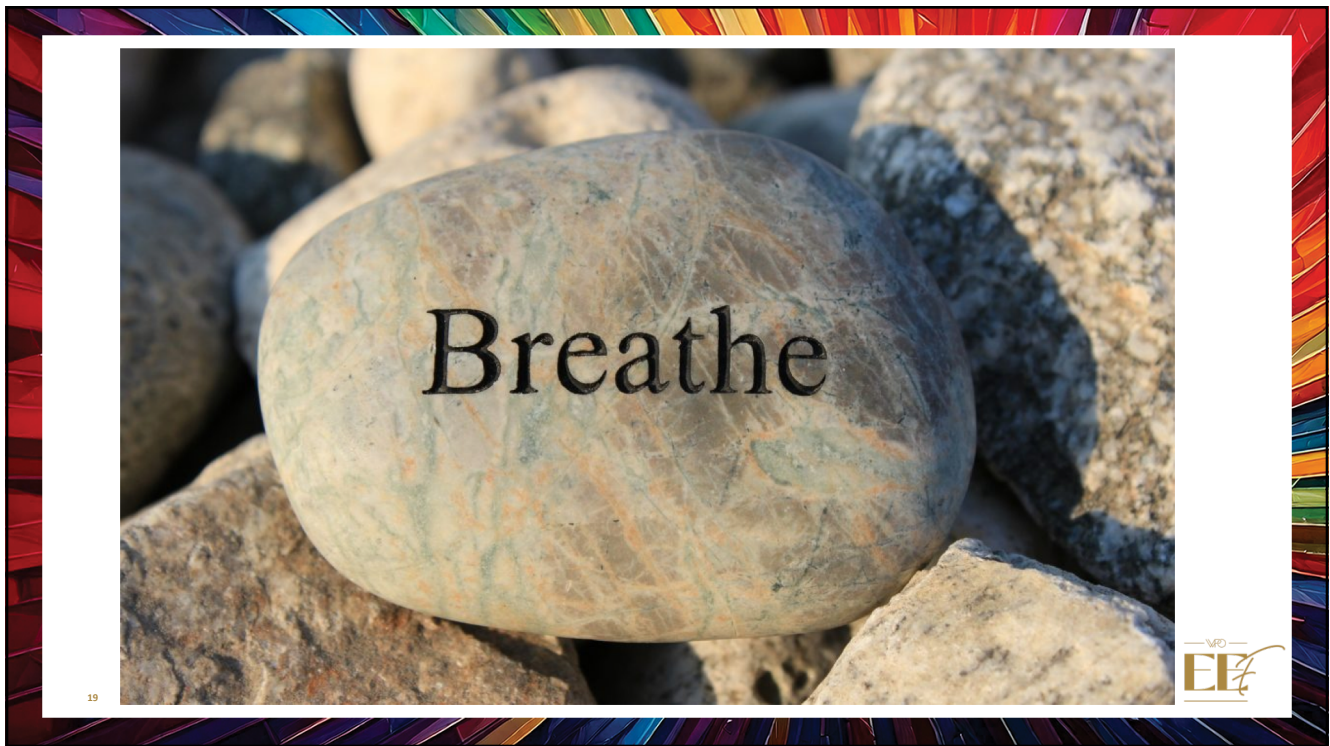


CHANGE YOUR STRESS RESPONSE, EVEN WHEN YOU CAN'T ELIMINATE STRESS



18





MOVE IT! SEATED SPINAL TWIST



21



GET ICED



22



GET ICED



23



GET ICED



24



CONNECT



25



GET COMFORTABLE



26



MOVE IT! TAKE A WALK



27



DANCE PARTY!



28



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PAUSE AND THINK.

What is one idea or strategy from today's conversation that you can take home and apply immediately?

Make yourself a note, we'll wait!



29

Thank you!

Scan the QR code to access slides and additional resources.



30



Q&A



PRACTICE

MIRJAM QUINN
& ASSOCIATES

care for the
whole person



The Juniper
CENTER





FOUNDATIONS

PAY ATTENTION TO HOW YOU ARE FEELING

Make a habit of checking in with yourself regularly about how you are feeling and what you might need.

TURN IT INTO A ROUTINE.

Do it first thing in the morning, or while you are brushing your teeth. Or set an alarm on your phone or calendar as a reminder.

GET INTENTIONAL ABOUT MEETING YOUR BASIC PHYSICAL NEEDS.

Food, hydration, sleep.

THE HEALTHY MIND PLATTER

Dan Siegel, M.D.: Seven daily essential mental activities to optimize brain matter and create well-being.

- **Focus Time:** Time taking on challenges and closely focusing on tasks in a goal-oriented way.
- **Play Time:** Time getting spontaneous, creative, and playful, or time spent doing novel activities
- **Physical Time:** Time moving our bodies (aerobically if possible)
- **Time In:** Time spent in quiet internal reflection, focused on sensations, images, feelings, and thoughts.
- **Down Time:** Time spent without a specific goal or focus— just letting our minds wander and relax.
- **Sleep Time:** Giving our brains the rest necessary to consolidate learning and recover.
- **Connecting Time:** Time spent connecting with other people and the larger world around us.

FIND YOUR WHY Get clear on your values and priorities and use those values and priorities to direct your decision-making (and how you spend your time). What matters most to you right now? We always have the opportunity to course-correct and allocate our time and energy differently tomorrow.

SET LIMITS AND SAY NO. Remember: any time we say yes to something, we are automatically saying no to something else... and often saying yes to things that pop up ultimately means shortchanging the things that matter to us most (like physical health, time with family or friends, etc.) Saying NO can be beautiful when that no gives you space and energy for the things to which you really want to say YES.

Setting Yourself Up for Stress Management Success

THERE IS AN OLD ZEN PROVERB THAT GOES, “IF YOU DON’T HAVE TIME TO MEDITATE FOR AN HOUR EVERY DAY, YOU SHOULD MEDITATE FOR TWO HOURS.”

JK, nobody expects you to meditate for two hours... or even for one. 😊 But the point here is that **these practices are the very most important at the moments at which we have the very least time and energy to invest in them.**

SO... MAKE IT HAPPEN.

- Keep it small. Something is always better than nothing.
- Habit-stack. Pair a new habit with an activity or routine that you already do consistently.
- Remember: investing in managing stress proactively ultimately pays off by saving you hours, emotions, relationships, and money.

Learn More

about our programs for companies and coaching for executives!





COPING STRATEGIES

For Leaders Navigating Acute Moments of Stress

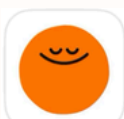
REMEMBER: YOUR GOAL IN ACUTELY STRESSFUL MOMENTS IS TO REGULATE YOUR NERVOUS SYSTEM AND CALM YOUR FIGHT OR FLIGHT RESPONSE.

JUST BREATHE.

Take deep intentional breaths and focus your attention on where you feel the breath in your physical body.
Pause briefly between the exhalation and inhalation.
Exhale for longer than you inhale.

APPS WE LOVE

(Click to explore!)



ACTIVATE YOUR PARASYMPATHETIC NERVOUS SYSTEM USING COLD TEMPERATURES.

Use an ice pack on your neck.
Put your hands in a bowl of ice water.
Take a cold shower or ice bath.

FEEL YOUR FEET (OR ANOTHER PART OF YOUR BODY).

Focus your attention like a flashlight so that you notice the physical sensations of your feet on the floor. Get curious: do both feet feel exactly the same? Is the pressure consistent across the sole of each foot? Where do you notice your feet coming into contact with your shoes?

USE TARGETED, INTENTIONAL RELAXATION.

Start at the top of your head and briefly scan your physical body, noticing any points of particular tension (e.g., jaw, shoulders, lower back, clenched hands, etc). Stretch or intentionally relax each place where you notice physical tension (wiggle your jaw, drop your shoulders, do a spinal twist, etc.)

GET COMFORTABLE.

This is the right time for cozy pants and fuzzy slippers.

MOVE YOUR BODY

Use up that fight-or-flight energy. Go for a walk. Dance it out. Stretch.

CONNECT.

Text or call a friend. Send three texts of "gladitude (gratitude for the role a person plays in your life!). Notice if you are starting to withdraw from social interactions... and try to make a point of leaning back in.

Your Turn!

List three more things below that help you relax in stressful moments.

Learn More

about our programs
for companies and
coaching for executives!



OTHER MOTHERS

Female founders and entrepreneurs
getting real about life at the intersection
of motherhood and ambition.



Learn More



A newsletter and community for any
mother who's ever wondered how
other mothers make it all work.
Because we all need Other Mothers.

www.othermothers.substack.com





Capability Statement

Mighty Minds Psychological Services, Inc., DBA Practice San Francisco

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San Francisco CA 94123
www.practicesanfrancisco.com

Contact

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Founder & CEO
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nina@practicesanfrancisco.com



Company Data

- Mighty Minds Psychological Services, Inc., DBA Practice San Francisco
- California S-corporation founded in 2017

Certifications and Accreditations

- **DUNS Number:** 113120113
- **NAICS Code:** 621330
- **SAM.gov** Certified Small Business
Unique Entity ID: YZHGX5NPCAS3
- **CAGE Code:** 11MR5
- **Certifications:** Woman-Owned
Small Business (In Process)

OVERVIEW

Practice San Francisco provides evidence-based mental health education, prevention, and intervention to families in the Bay Area and across California, and to schools and corporate partners nationwide.

CORE COMPETENCIES

Practice San Francisco partners with small business owners and leaders of caregiver-focused employee resource groups at larger employers to provide personalized support services for working parents and caregivers. These services are designed to reduce stress, support work-life balance, and address common challenges that impact employee performance. By meeting the practical needs of caregivers, organizations can improve retention, productivity, and overall engagement.

Offerings include:

- Mental health and wellness workshops.
- Facilitated panel discussions on stress management, mental health, caregiving, and more.
- Employee support groups.
- Small cohort skills instruction and coaching.
- Executive coaching for employees returning from parental leave or navigating professional and personal caregiving demands.
- Expert consultation to help your organization build a supportive and productive environment for working parents and caregivers.

DIFFERENTIATORS

- Our licensed master's and doctoral-level clinicians possess extensive, specialized experience in addressing the specific mental health challenges faced by working parents and caregivers, ensuring meaningful and effective support.
- As a small business, we have the flexibility to offer adaptable support programs designed to align closely with your company's priorities and increasing impact.
- We provide support to effectively communicate and promote our services within your organization, encouraging high levels of employee engagement.

PAST PERFORMANCE

Our team has previously contracted to provide services to mid-market to large companies across the United States.

- ERG engagement workshop servicing 30 participants in 2024 at a mid-market size company in the arts, entertainment, and recreation sector.
- Created and delivered educational workshop and facilitated an employee panel on the topic of caregiving for aging parents, servicing several hundred participants in 2025 at an enterprise-level company in the technology sector.
- Three-year recurring contract with an enterprise-level company in the technology sector, renewed annually over the past three years (2023–2025). Provided dedicated monthly support groups for mothers, fathers, and expecting/new parents, coupled with educational workshops addressing critical parenting and caregiving needs.





Capabilities Statement Mirjam Quinn & Associates, Ltd.

Breaking Patterns to Build Communities of Care

Overview

Mirjam Quinn & Associates, Ltd. (MQA) is a woman-owned clinical practice and consulting firm dedicated to helping individuals, teams, and organizations foster connection, care, and mental resilience.

We believe that **no one changes, grows, or heals in a vacuum**. Healthy individuals and healthy communities are mutually reinforcing — each shaping and supporting the other. Our work is rooted in this truth: when we nurture meaningful connection, we create the conditions for people and organizations to thrive.

Founded by **Dr. Mirjam Quinn**, a first-generation immigrant who has lived in **Asia, Europe, and the United States**, MQA brings a **globally informed and culturally attuned perspective** to all of our services. With a deep background in **studying and teaching cultural complexity**, Dr. Quinn helps clients build thriving communities of care.

Core Capabilities

Therapeutic Services (PsyPact Certified)

- Teletherapy and in-person therapy for individuals, couples, and families
- Specialized support for high-stress industries and leadership roles

Organizational Consulting & EAP Development

- Mental health programming designed to foster cultures of care
- Guidance on launching or refining Employee Assistance Programs (EAPs)

Workshops & Speaking Engagements

- Topics include resilience, mindfulness, belonging, and burnout prevention

Team Retreats & Mental Health Days

- Reflective, skill-building experiences to strengthen internal connection and cohesion

Differentiators

🌐 Global Insight, Cultural Fluency: Lived international experience and academic expertise in cultural complexity inform every engagement — helping teams navigate difference with clarity and care.

💬 Relationship-First Approach: We prioritize genuine connection, emotional safety, and authentic belonging in everything we do.

📍 Nationwide Reach: PsyPact certification allows us to serve clients across 40+ U.S. states with seamless, licensed care.

⚙️ Customized Solutions for Community Well-Being: Our programs reflect the unique culture, structure, and goals of each organization.

🧠 Warm, Grounded Expertise: We combine clinical excellence with a calm, relatable presence — making mental health support approachable and empowering.

Leadership

Dr. Mirjam Quinn | Licensed Clinical Psychologist

- 15+ years of experience supporting individuals, teams, and organizations
- Specialist in resilience, psychological safety, and community well-being
- First-generation bilingual immigrant with a global, culturally responsive lens
- Board Member:
 - Run Like a Cheetah (resilience through the joy of movement)
 - Beverly Arts Center (connection through creative expression)
 - 19Aid (inclusion through equitable access to literacy)

Past Performance

- Clinical services across healthcare, education, nonprofit, and entrepreneurial sectors
- Consulting and speaking engagements on resilience, leadership, and team wellness
- Program design for organizational wellness initiatives and mental health support

Let's Build Communities of Care — Together

Investing in the mental health of your people is an investment in your mission, your momentum, and your future. Let's partner to build a workplace where everyone can thrive.



✉️ Contact Dr. Mirjam Quinn
mquinn@mqatherapy.com



Capabilities Statement: The Juniper Center ***What matters to you matters to us.***

OVERVIEW

The Juniper Center is a premier, women-owned mental health organization headquartered in Park Ridge, IL. Established in 1996 by Dr. Margo Jacquot, it has grown into one of the largest private counseling practices in Illinois, offering evidence-based therapy, psychiatric services, and psychological testing. With 7 Chicagoland locations and statewide teletherapy in Illinois and Indiana, The Juniper Center serves clients across the lifespan and specializes in stress, chronic stress, depression and anxiety treatment, trauma recovery, addiction, child and adolescent therapy, and LGBTQ+ affirming care.

CORE CAPABILITIES

- **Individual, Couples, and Family Therapy:** Addressing anxiety, depression, trauma, relationship challenges, and life transitions.
- **Child & Adolescent Therapy: Juniper Junior:** Play therapy, teen counseling, family systems, and school-related concerns.
- **Addiction Recovery Services:** Certified treatment for substance use and dependence, and behavioral addictions, with integrated family support.
- **Trauma Recovery & EMDR Therapy:** Specialized treatment for PTSD and complex trauma.
- **LGBTQ+ Affirming Care:** Inclusive services through the Center for Gender and Sexuality for individuals, couples, and families.
- **Psychiatry & Medication Management:** Integrated psychiatric evaluation and medication support for children, teens, and adults.
- **Psychological Testing:** Diagnostic evaluations for ADHD, learning disabilities, and mood disorders.
- **Specialized Modalities:** Therapeutic yoga, art therapy, and ketamine-assisted psychotherapy (KAP).
- **Healthy 4 Life:** Psychotherapy and medication for obesity management.

DIFFERENTIATORS

- **Inclusive, Affirming Environment:** Culturally competent care for diverse communities. Providing safe space for diverse therapists and clients. Active DEI initiatives.
- **Multidisciplinary Team:** Over 80 clinicians including licensed therapists, and psychiatrists.
- **Integrated Service Model:** Therapy, psychiatry, and testing all under one roof.
- **Innovation in Practice:** Early adopters of KAP, obesity management and therapeutic movement.
- **Statewide Reach:** HIPAA-compliant teletherapy across Illinois with flexible scheduling.
- **Recognized Excellence:** Multi award winning practice

LEADERSHIP

Dr. Margo Jacquot, Psy.D., CSADC, BCETS, is a nationally recognized clinical psychologist and consultant with expertise in business growth and development, leadership and mental health care. As CEO, Dr. Jacquot has won several awards for entrepreneurship. She champions collaborative, inclusive care and professional development. Dr. Jacquot mentors clinicians, serves on nonprofit boards, and presents nationally on mental health business development, trauma and LGBTQ+ mental health. Under her leadership, the Juniper Center has grown into a leader in integrated mental health care.

PAST PERFORMANCE

- **Community Impact:** Thousands served annually, with high client satisfaction and clinical outcome scores.
- **Collaborations:** Active partnerships with schools, pediatricians, EAPs, and youth prevention foundations.
- **Not for Profit: Bridging the Gap Collective.** Offering pro-bono services for underserved populations – Current count is over \$110,000 in free therapy to those in need.
- **Awards & Recognition:** Inc. 5000 ranking (2022, 2024), BBB Torch Award for Ethics, Gold Stevie Award, Enterprising Women of the Year, WPO Women to Watch
- **Podcast:** Hosting: ***Your Mental Health Business Mentor***

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