

Mindfulness in the Workplace

An Evidence-based Approach to Improving Wellbeing and Maximizing Performance

Margaret A. Chapman-Clarke, ed

Mindfulness-based interventions in organisations offer the potential to build individual and organizational resilience, engage employees and address workplace stress. *Mindfulness in the Workplace* is a practical guide written for practitioners who want to learn how mindfulness can be used as a change management and organisational development strategy. Drawing from the latest research evidence from neuro- and behavioural science, *Mindfulness in the Workplace* offers a framework and guidance on how to start evolution- not revolution- in the organization. It ensures the greatest chance of success, showing how to identify the key stakeholders and work with them on understanding the power of a mindfulness initiative, how to identify a mindfulness champion, adapt the language of mindfulness to the context of the organization, establish metrics, and measure return on investment.

Mindfulness in the Workplace proposes that HR and OD professionals are best placed to understand the complexity of implementing change in organisational systems and, therefore, the practice of mindfulness need to be brought in-house, even if they bring in external mindfulness coaches to train their leaders. Case studies including Capital One Finance and the NHS Mental Health Trust cover the reasoning behind these initiatives, how they were planned, the barriers they faced, the lessons learned, and their results. This book offers a forum for HR and OD practitioners to hear from other practitioners who have implemented organisational mindfulness-based interventions using change management principles so that they can understand how they might be applied to their own practice and their own organizations.

Part 2: Contributor stories

06 Bringing mindfulness to the social care workplace: Compassion in action

Sandra Gyaltsen and Jane Kellock

Encouragingly, over the last few years some local authorities in Scotland have begun to introduce mindfulness-based programmes as an intervention to tackle stress and promote employee wellbeing. In chapter 6, Sandra Gyaltsen and Jane Kellock reflect on how they introduced the 8-week Mindfulness Based Living Course into their respective local authority areas, sharing some ideas for creating a mindful organisation from the bottom up by building a mindful professional practice community where mindful and compassionate social work practice is developed and sustained.