

# Workplace Masterclass Training 2017

Mindfulness in the workplace masterclass training  
offered jointly by Oxford and Bangor Mindfulness Centres



Mindfulness in the Workplace Training

PRIFYSGOL  
**BANGOR**  
UNIVERSITY



Oxford  
Mindfulness  
Centre



The landmark 2015 All Party Parliamentary Group Mindful Nation UK report suggested that mindfulness in workplaces can improve organisational culture, staff well-being, performance and quality. However for this field to flourish there is a need for high quality trainings that will prepare and support those wishing to teach mindfulness in ways that are acceptable, effective and create meaningful and lasting changes.

To support this emerging field the Oxford Mindfulness Centre and the Centre for Mindfulness Research and Practice Bangor University have collaborated to jointly offer a Mindfulness in the Workplace Masterclass Training.

This booklet introduces the series and the core masterclass days scheduled in 2017. To apply or for further information please visit the Oxford or Bangor webpages or call the admin team via:

**[www.oxfordmindfulness.org](http://www.oxfordmindfulness.org)**

**[www.bangor.ac.uk/mindfulness](http://www.bangor.ac.uk/mindfulness)**

**Tel: +44 (0)1865 613157**

## Introducing our **Mindfulness in the Workplace Masterclass Training Series**

This series of Workplace Masterclasses is intended to support those teaching or wishing to teach mindfulness in workplace settings. It comprises a set of masterclasses we regard as essential for anyone introducing mindfulness in a workplace setting. We plan to build from this masterclass series in 2017 to a specialist training pathway in 2018, learning from our experience and research along the way.

The masterclass series is divided into 'core' days which we consider essential and additional specialist days which we consider optional development opportunities. Participants who attend five or more of the core days and have already undertaken preliminary or Level 1 Mindfulness Teacher Training will be issued with a 'Certificate of Readiness to Teach in the Workplace', for others a 'Certificate of Attendance' will be issued.

In workplace settings, it is important to adapt mindfulness training to the needs of the particular sector and organisation: there is no 'one size fits all'. This series does not therefore present a set workplace curriculum, but rather will support the development of the skills and understanding that enable trained mindfulness teachers to adapt appropriately to different workplace populations and organisational settings.

Our intention is to develop and pioneer a specialist training pathway in 2018 which will see the addition of a mindfulness in the workplace teacher competency assessment process thus enabling us to offer a 'Certificate of Workplace Teaching Competence'. The competence assessment process will be open to all those who have achieved our 'Certificate of Readiness to Teach in the Workplace'.

We look forward to welcoming you to our new programme.

Warm regards

**Willem Kuyken and Rebecca Crane**

Directors of the Oxford Mindfulness Centre and the Centre for Mindfulness Research and Practice, Bangor University



# Field Leading Facilitators



**Michael Chaskalson** is one of the pioneers of the application of mindfulness in leadership and in the workplace. He is the author of the agenda-setting book *The Mindful Workplace* (Wiley, 2011) and the bestselling *Mindfulness in Eight Weeks* (Harper Thorsons, 2014).

Based on his 40 years of mindfulness practice, Michael now shares his insights and research with audiences worldwide as a keynote speaker, coach, consultant, and teacher. He is founder and CEO of Mindfulness Works Ltd. and a Professor of Practice at Ashridge Business School.



**Willem Kuyken** is a Professor of Clinical Psychology at the University of Oxford, and Director of the Oxford Mindfulness Centre. He is a research clinical psychologist, and his work is focussed on mood disorders and their evidence-based approaches. His research and teaching focus primarily on mindfulness-based approaches, compassion and individualizing evidence-based therapies through collaborative case conceptualization.



**Rachel Lilley** is a PhD candidate in Human Geography at Aberystwyth University. As a Senior Manager Rachel has over 20 years' experience working on environmental, individual and organisational changes, focusing on practical design and delivery of sustainability behaviour change projects in the community. Rachel works with both public and private sector clients on behaviour change and mindfulness, sometimes together and sometimes separately. Rachel has also worked intensively with the Welsh Government as part of a research programme, developing and delivering innovative approaches to project and organisational development using behaviour change and mindfulness.



**Megan Reitz** is Associate Professor of Leadership and Dialogue at Ashridge where she speaks, researches, consults and supervises at the intersection of leadership, change, dialogue and mindfulness. She has presented her research to audiences throughout the world and is the author of *Dialogue in Organizations; Developing Relational Leadership* (Palgrave Macmillan, 2015).

Before joining Ashridge, Megan was a consultant with Deloitte; surfed the dot-com boom with boo.com; and worked in strategy consulting for The Kalchas Group, now the strategic arm of Computer Science Corporation.



**Diana Reynolds** is the Sustainable Development Change Manager for Welsh Government, where she manages a long term change programme. Diana supports the organisational development and behaviour change of the civil servants in the Welsh Government and also contributes to the delivery of wider cultural change as part of public service reform in Wales. From the UK Sustainable Development Commission and the European Institute of Public Administration Diana received national and international acclaim for her work on Cymru Ar-lein and Llywio'r Llygoden and for her work as head of Nature Conservation and Biodiversity Policy from the UK Joint Nature Conservation Committee.



**Silke Rupprecht** is a Postdoc at the Medical Centre for Mindfulness at Radboud University in Nijmegen and works on a consultant basis for the Oxford Mindfulness Centre. Her research focuses on the effectiveness of mindfulness-based interventions in workplace settings, the feasibility of new interventions and different modes of delivery. She is trained in MBSR and Foundations and has helped develop a mindfulness app for workplace settings.



**Leonie Schell** is a management advisor at EY specialising in health & wellbeing strategy, health analytics, culture change and employee engagement.

She is the founder and chair of the global Mindfulness Network at EY and teaches mindfulness programmes firm-wide. Leonie has a particular interest in how to embed mindfulness into the organisation's architecture to achieve sustainable behaviour change and a more inclusive culture.

She is an Associate at the Mindfulness Initiative, where she coordinates the private sector workplace taskforce and has been a key contributor to their latest publication, *The Case for Mindfulness in the Workplace*.



**Sarah Silverton** is a Core Trainer for the CMRP and has been teaching mindfulness and training others to teach for 18 years. Trained as an occupational therapist, Sarah worked in both the NHS and social services for 20 years.

Sarah offers mindfulness supervision in a wide range of workplace settings, finding ways to meet and engage people in varying workplace settings has become a focus of Sarah's mindfulness work.

Sarah has published 'The Mindfulness Breakthrough', Watkins, 2012 (reprinted as 'The Mindfulness Key', 2016) and is co-author of 'Mindfulness and The Transformation of Despair', Williams, Fennell, Barnhofer, Crane and Silverton, Guilford, 2015.



**Chris Tamdjidi** is Director of the Kalapa Academy. His work with the Kalapa Academy is on bringing about leadership and cultural transformation in the workplace with mindfulness.

Chris has lead on of the largest projects looking at the impact of mindfulness on the workplace. Working with a number of research partners including University of Nijmegen, the Oxford Mindfulness Centre, University of Munich and a number of companies, including the European Space Agency, Bosch, Jaguar and Beiersdorf, the Kalapa Academy has assessed the impact of mindfulness on a number of dimensions of workplace wellbeing, attentional control, performance and collaboration.

Chris is a member of the Board of Trustees for the Oxford Mindfulness centre and teaches at the Radboud University of Nijmegen Medical centre. The Kalapa Academy is also the winner of the European 2016/2017 Training award for best Corporate training.



**Michael West** is Senior Fellow in The King's Fund, Professor of Organizational Psychology at Lancaster University Management School, and Emeritus Professor at Aston University. He was formerly Executive Dean of Aston Business School. He graduated from the University of Wales in 1973 and received his PhD in 1977 for work on The Psychology of Meditation.

He has authored, edited or co-edited 20 books including *The Psychology of Meditation* (1987); *The Psychology of Work and Organizations* (2010); *The Psychology of Meditation: Research and Practice* (2016); and *Effective Teamwork* (2012) the first edition of which has been translated into 12 languages. He has also published over 200 articles for scientific and practitioner publications, as well as chapters in scholarly books.



# Masterclass

with

**Professor Michael West**

**Nurturing Work Cultures  
for People and Performance**

When: **24 March 2017** Where: **Oxford**



How can we ensure work organisations can best function to ensure high quality, continually improving performance while ensuring the well-being and flourishing of those who work within them? And how can we create cultures that have common core values that are enacted rather than merely espoused? And how can we deal with the varied and complex challenges of running modern organisations, at the same time ensuring the growth and development of those who work within them? And what can we individually do that will make a difference?

This masterclass offers answers to these questions and suggests that we can be successful by focusing on core culture elements.

# Masterclass

with

**Michael Chaskalson and  
Chris Tamdjidi**

## **Positioning Mindfulness in the Workplace**

When: **25 May 2017** Where: **Oxford**



Research and practical experience both clearly demonstrate that mindfulness based interventions can have a positive impact on a broad range of workplace measures. Simply put – mindfulness works.

At the same time, many of those who wish to commission such trainings struggle with how exactly to position mindfulness in the workplace and to gain buy in from management. On top of this, there are pressures to “keep it low cost and do it quick” – which can negatively affect the impact of any intervention.

In this masterclass we will discuss:

- How to position mindfulness in the workplace.
- The different types of impact that may follow and the conditions required for these
- How to ensure ‘broad focus’ vs ‘single goal’ mindfulness interventions
- How to balance the pressure of workplace requirements, such as productivity, sick days reduction with the wider benefits of mindfulness
- How to get buy-in for an ongoing intervention
- The balance between virtual as opposed to live training
- The necessity of leadership support for mindfulness at work.

In addition, we will share experience from the different types of interventions that have been implemented and ways in which clients were convinced to move forward.

# Masterclass

with

Michael Chaskalson and  
Chris Tamdjidi

## Teaching Methods for Mindfulness in the Workplace

When: **27 June 2017** Where: **Oxford**



At present, most people who have learned to teach the secular mindfulness-based approaches have done so in contexts that focus on the clinical and therapeutic uses of mindfulness. The workplace environment differs significantly from these.

Both Chris and Michael have significant experience in teaching mindfulness in workplace contexts and, in this masterclass, they will share what they have found useful – as well as what they have found to be unhelpful:

- **Understanding the context** – Drawing on his earlier experience in training teachers to use clinically focussed mindfulness at the CMRP at Bangor, and in helping to draw up Good Practice Guidelines for Workplace Mindfulness Teachers, Michael will discuss the what is similar and what is different in the areas in question.
- **Working with group dynamics:** Understanding the importance of groups in the mindfulness process, and the specific challenges of work place groups. Encouraging dialogue. Small groups, large groups. Working with mindfulness to improve trust and collaboration: mindfulness in low trust environment or in very high pressure environments
- **Didactic methods in adult learning:** Adults only learn if they are motivated. Understanding basic elements of adult learning and how to present materials and lead a group in a didactic learning process.
- **Presentation skills:** Developing the pacing, energy and language appropriate for business environments.



# Masterclass

with

**Leonie Schell and  
Sarah Silverton**

## Embedding Mindfulness in the Workplace

When: **21 July 2017** Where: **Oxford**



Many organisations nowadays offer some form of mindfulness training. Yet few organisations offer support or guidance to their people on how to successfully integrate mindfulness practices into the daily workplace setting. With the wide variety of workplace contexts, are there shared principles that may be applied?

Sarah and Leonie have significant experience in teaching mindfulness in a variety of workplaces, ranging from education and the NHS to the private sector. In this Masterclass they will explore the pathways to integrating mindfulness in the workplace and share a 'how to' framework for applying mindfulness to different workplace situations, forming mindful teams and building mindfulness into an organisation's architecture.

This masterclass will be highly interactive with discussions about relevant workplace research and organisational case studies. Participants will also have an opportunity to develop a personal roadmap or embedding mindfulness in their team or organisation.



# Masterclass

with

Rachel Lilley and Diana Reynolds

## Optimising social, environmental and cultural change in the workplace

When: **27 October 2017** Where: **Oxford**

The impact of mindfulness-based interventions can go well beyond obvious outcomes such as wellbeing and collaboration. Research has demonstrated that workplace mindfulness training has the potential to bring about behaviour change, social and environmental change. This includes areas such as developing carbon reduction initiatives, waste and recycling schemes, equality and diversity, as well as creating transformative organisational practices to support change making, internally and externally. Mindfulness training can thus have a deep impact on behaviour through turning values into action and addressing the (common) intention-outcome gap where good intention does not necessarily result in organisational action.

This masterclass will enable participants to discover how they can anchor their practice into an ongoing inquiry into ethics, values and behaviour while still honouring and attending skilfully to the issues that individuals and organisations bring to the process. Compelling research and practice at the interface between mindfulness, and environmental/social change and ethics will be presented. Participants will come to understand how these contemporary understandings of behaviour change principles can underpin mindfulness-based teaching practice.

We will explore case-studies of mindfulness-based teaching within workplace contexts in which there has been a deliberate orientation towards social/environmental change. And we will use these as a springboard to consider some of the ethical tensions and dilemmas that arise within these processes.

Rachel Lilley will lead this masterclass with Diana Reynolds inputting on exemplar case studies from work within Welsh Government, specifically linking mindfulness and behaviour change interventions to the delivery of the Future Generations and Well Being Act, a key and world leading piece of public sector legislation.



# Masterclass

with

**Willem Kuyken and  
Silke Rupprecht**

## **Mindfulness-based interventions in the workplace: The role of theory, science and research**

When: **24 November 2017** Where: **Oxford**



This masterclass will examine case studies of workplace mindfulness programmes: What are the objectives? Who is it for? How can mindfulness trainings be best delivered and scaled (digital vs. live) and how does that impact programme quality and outcomes?

This masterclass will provide delegates with a map of how mindfulness practices in organisational settings can support change. The day will include an overview of some of the key research in the field of mindfulness in the workplace and support delegates in critiquing this evidence base.

Finally, the masterclass will overview evaluation approaches to assessing the impact of any intervention in workplace settings.

# 2017

<b>24 March</b>	<b>Nurturing Work Cultures for People and Performance with Michael West</b>
<b>25 May</b>	<b>Positioning Mindfulness in the Workplace with Michael Chaskalson and Chris Tamdjidi</b>
<b>27 June</b>	<b>Teaching Methods for Mindfulness in the Workplace with Michael Chaskalson and Chris Tamdjidi</b>
<b>21 July</b>	<b>Embedding Mindfulness in the Workplace with Leonie Schell and Sarah Silverton</b>
<b>27 October</b>	<b>Optimising social, environmental and cultural change in the workplace with Rachel Lilley and Diana Reynolds</b>
<b>24 November</b>	<b>The Role of Theory, Science and Research with Willem Kuyken and Silke Rupprecht</b>

Please visit the Oxford and Bangor websites for the full list of core and optional Workplace Masterclass Training days

For further information and details on how to register please visit  
[www.oxfordmindfulness.org](http://www.oxfordmindfulness.org)  
[www.bangor.ac.uk/mindfulness](http://www.bangor.ac.uk/mindfulness)  
call +44 (0)1865 613157  
or email [omcadmin@psych.ox.ac.uk](mailto:omcadmin@psych.ox.ac.uk)

