

# MINDFULNESS FOR STRATEGIC CHANGE

FROM THE EXPERTS

We gathered twenty experts to give their top insights into how to use mindfulness for strategic change in your organisation.



## 'SELL' THE CONCEPT

'Sell' the concept of mindfulness in a way that means something to the organisation as a whole.

There are benefits to individuals (in wellbeing, stress and focus), but be clear about the value on an organisational scale (change-readiness, leadership, sustainability).



## ARTICULATE YOUR VISION

Clearly articulate why your vision of a 'mindful' corporate culture is better than the status quo.

Allay fears by stating it is not a therapeutic or spiritual intervention.



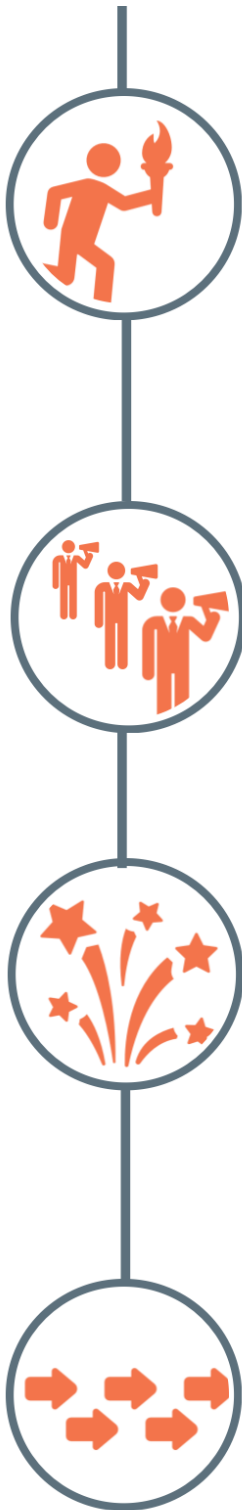
## COMMUNICATE STRATEGICALLY

Communication helps overcome any 'bumps in the road' and will keep benefits in people's minds.



## BE CLEAR WHAT A 'MINDFUL LEADER' LOOKS LIKE

Mindfulness should be understood at a behavioural level and be broken into processes, protocols, and norms that are meaningful to all staff. Be clear what a 'mindful' leader or colleague looks like in your organisation: what will they do (that's different from now)?



## FIND A SENIOR MINDFULNESS CHAMPION...

A senior individual who embodies mindfulness and leads by example will inspire individuals to participate in taster sessions; generate initial support and resources; and show it's 'OK' to engage in mindfulness, including high performers.

## ... AND CHAMPIONS AT EVERY LEVEL

Devolution of power is important for bottom-up trust in the process. Identify champions at every, or any, level in your organisation, to build initial momentum from people who 'get it'.

## REVIEW PROGRESS AND CELEBRATE SUCCESS

Review progress. Generate and verify real-life success stories, and celebrate success. The appearance of success is important.

Mindfulness techniques won't work for everyone. Expect many employees but not all to adopt them.

## SUSTAIN MOMENTUM

Build and sustain momentum to cast the net wider across the organisation and continue the process of gathering new people who 'get it' and add their energy to the effort.

Sustained personal practice is key to getting the benefits of mindfulness. Ensure team leaders schedule time for practice into normal work routines.



## THE RESEARCH

These insights are drawn from research presented in the IES HR Network member paper 'Mindfulness in organisations' by Alison Carter, Jutta Tobias and Kate Spiegelhalter.

The paper is available to download for free from the IES website: [www.employment-studies.co.uk/mindfulnessinorgs](http://www.employment-studies.co.uk/mindfulnessinorgs)

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