Meeting the demand for workplace specific mindfulness trainer training

Trainer training for mindfulness teachers has in the past focussed on the medical model of mindfulness teaching, which is not always a good fit for the workplace. Workplace Mindfulness Training (WorkplaceMT) is an approach to teaching mindfulness developed specifically for the workplace. WorkplaceMT has been researched and refined over a four year period.

This established trainer development programme has been developed by The Mindfulness Exchange (TME) providing would be trainers with the underpinning knowledge, skills, experience and materials required to effectively teach mindfulness to a workplace population. To date we have provided trainer training for over 70 mindfulness teaching professionals.

TME is a spin off from Oxford University’s Oxford Mindfulness Centre (OMC) set up to provide mindfulness training for the workplace based on scientific understanding and best practice developed in clinical research and mindfulness teaching. TME is a leader in the field of adapting scientifically validated mindfulness teaching into training formats designed for the workplace.

Course overview

Our Foundation Course intensive includes the opportunity to observe the delivery of a WorkplaceMT course and discuss each session’s structure, rationale, and key learning points. It also includes underpinning theory and research input on all the key mindfulness techniques you will be learning to teach. Key aspects such as working with research, marketing, and making the business case are discussed throughout the week.

The Foundation Course is held in a stunning Georgian house on the Devon/Dorset border, 2 hours and 40 minutes from London Waterloo. It includes outside activities such as a mindful walk on Lyme Regis beach and a trip to River Cottage Canteen to sample celebrity Chef Hugh Fearnley-Whittingstall’s memorable cuisine. More information on page 2 & 3.

Is this WorkplaceMT Foundation course right for me?

The WorkplaceMT trainer training programme has been developed for people with an established mindfulness practice, who wish to teach mindfulness skills to employees to help them manage the mind and flourish in the workplace. If you:

- Have been practicing mindfulness and would like to share the benefits you have experienced;
- Are looking for a time effective intensive training programme, based on scientific understanding, designed for the workplace;
- Want to deliver mindfulness training designed for the workplace;
- Want to learn mindfulness in a small group, with lots of personal attention from the trainers and your peers, building confidence and having fun.

This could be the programme for you. For an informal chat contact Marina Grazier: Marina@mindfulness-exchange.com
What is WorkplaceMT?

WorkplaceMT is an evidence informed approach to teaching mindfulness in the workplace. It's based on mindfulness based cognitive therapy (MBCT), adapted and refined to meet the challenges and demands of the modern day workplace. WorkplaceMT helps employees to develop mindfulness skills over a six week period.

Unlike traditional MBSR and MBCT, which are designed for use by therapists and clinicians, WorkplaceMT is designed specifically for the needs of leaders, managers and employees who wish to develop mindfulness. It’s designed to be taught in a standard meeting room without the need for additional equipment or unusual room layouts. WorkplaceMT Trainer training complies with the UK Mindfulness Teacher Training Networks Good Practice Guidelines as far as is practical.

What does the Trainer Training Pathway involve?

For some participants, Foundation level Trainer Training may be all they require, as it equips participants with the essential skills required to deliver WorkplaceMT training. To comply with current best practice, Advanced level Trainer Training is recommended.

### Foundation level WorkplaceMT Trainer Training: Preliminary requirements

- To have followed the programme in Mindfulness: A Practical Guide to Finding Peace in a Frantic World on a self-study basis
- To have a regular mindfulness practice and a commitment to maintaining it
- To have a professional background where you can deliver mindfulness training

### Advanced level WorkplaceMT Trainer Training: Preliminary requirements

- Successful completion of WorkplaceMT Foundation level Trainer Training
- The ability to provide evidence of 3 full WorkplaceMT courses that you have delivered. Evidence of this may include video footage, testimonials from participants and or co-trainers.

### Overview

Foundation level WorkplaceMT Trainer Training is an intensive six day programme, packing in 72 hours of study over 7 days. It aims to equip trainees with the essential skills and confidence needed to market and deliver WorkplaceMT mindfulness training. On completing the Study Week trainees will be given electronic copies of the WorkplaceMT training materials for their personal use.

The Study Week will be based around three key elements:

1. Deepening personal mindfulness practice
2. Key Underpinning Theory
3. Ample opportunities for practice via teach back sessions in small groups with a ratio of 1 teacher to 4 students

Once you have gained some experience in teaching WorkplaceMT you are eligible to attend Advanced level WorkplaceMT Trainer Training to complete your training pathway in line with current best practice.

Advanced trainer training will consist of a three day programme which allows you to demonstrate your competence to teach TME courses by showcasing how you teach two or more 60 minute sessions from a six week course in front of peers. It will also include an update on the latest mindfulness and relevant neuroscience research.
Who are the programme facilitators?

Marina Grazier has over 20 years of experience in the Business Consulting and IT sectors working for organisations such as IBM, EDS/HP and KPMG Consulting.

Marina retrained as a psychologist to teach mindfulness at the Oxford Mindfulness Centre (OMC), Oxford University. Marina joined the OMC Development Board in 2010 and co-founded The Mindfulness Exchange (TME) as a University spin-off, specializing in evidence informed mindfulness training for the workplace.

As Owner and Managing Director of TME, Marina is a pioneer of mindfulness training and teacher training, and co-creator of the WorkplaceMT approach to teaching mindfulness in the workplace, which helps people master their minds and flourish at work.

Juliet Adams is a Fellow of CIPD with a Masters in Training and Performance Management who combines over 20 years of experience working in HR, Training Design, Organisational Development and Change roles with an in-depth knowledge of mindfulness.

Developing Mindfulnet.org has bought her into contact with mindfulness thought leaders world-wide, who have shaped and influenced her work. Juliet has organised 3 Mindfulness at Work international conferences and has authored ‘Mindfulness at work for dummies’ and ‘Mindful leadership for dummies’.

As Owner and Managing Director of A Head for Work, Juliet is a pioneer of mindfulness in the workplace training, and co-creator of the WorkplaceMT. Juliet teaches mindfulness in a wide range of public and private sector organisations, and works with Marina on the design, delivery and evaluation of WorkplaceMT teacher training.

WorkplaceMT Foundation level trainer training – indicative timetable

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<tr>
<th>Day 1 Saturday</th>
<th>Day 2 Sunday</th>
<th>Day 3 Monday</th>
<th>Day 4 Tuesday</th>
<th>Day 5 Wednesday</th>
<th>Day 6 Thursday</th>
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<td>Leading an inquiry</td>
<td>Teach back + Inquiry</td>
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<td>Outdoor mindful walking practice on beach (weather)</td>
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<td>Reflection + Next day prep</td>
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<td>Teach back time</td>
<td>Experiencing other approaches to teaching</td>
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Who have we worked with so far?
A small sample of the clients that Marina and Juliet has worked with include:

- ABP Wakefield Park 2013
- Addenbrokes Post Graduate medical centre
- Allianz
- Bank of England
- Aylesbury District Vale, Cambridge County Council
- CIPD, CVS Vets
- Henderson Global Investments
- IOSH, Facebook
- InfecSous Media, Lloyds
- Metropolitan Police, OPP, Oxfam, Queens College Cambridge
- Record Currency Management
- SAID Business School
- Takeda Pharmaceuticals
- Virgin Management Team, Wellington Management (investment)

Course outcomes for the last 12 months
- 99% of personal goals met by the end of the course
- Participants unanimously rate the course as 8/8, for recommending it to others
- Top 3 ‘most valuable aspects of the programme’ are
  - Time to safely practice teaching in confidence building, supportive, small groups
  - Observing and learning weeks 1-6 of WorkplaceMT teaching methodology
  - Learning how to ‘Sell’ and ‘Make the business case for mindfulness in the workplace

Recent Testimonials

“I arrived at TME training feeling a combination of excited and sceptical. Excited by the potential of mindfulness in the workplace and to meet two people whose work I’d admired from afar and sceptical about how mindfulness could be offered in 6 x 1 hour sessions in a way which maintains its authenticity and integrity. Fast forward a week and I’m leaving feeling inspired. What is being offered here should not be underestimated. TME have used the solid foundations of MBCT and the accessibility of Finding Peace in a Frantic World to develop a mindfulness training programme for the workplace which I’m sure will bring benefit to many individuals and the organisations for which they work. If you have an established meditation practice and a passion for mindfulness then I wouldn’t hesitate to recommend TME’s Trainer Training, Juliet and Marina’s warmth, generosity and passion for mindfulness shone through”.

Sally Roberts, MCIPD, The Northern Centre for Mindfulness and Compassion, York MBSR, July 15

Feedback from previous course participants

- “I would highly recommend this course to anyone wanting to train in business. I have enjoyed the opportunity to work with you. Thank you.” Ken Lunn, Experienced Mindfulness specialist
- “A great course. Thank you for not worrying that some of us might be enjoying ourselves too much, even though we were enjoying ourselves greatly” Graham English, ex Chief Executive at Central Derby PCT & East Cornwall PCG, Leadership specialist
- “I have benefitted hugely from this course both personally and professionally and have come away with ideas I can use straight away.” Catherine Midgley, Executive coach
- “Great course. Very well structured and delivered. As an experience it was wonderful. The fact that I have a proven mindfulness for business course to take to market is inspiring” Andy Watters, Coach, consultant and sales specialist
- “Teach back is a brilliant part of the course - especially the option to work in small groups” Catherine Jaschinski, Marketing specialist
- “An amazing course taught with both passion and commitment to expand the use of mindfulness in the workplace” Sean Gilgallon, Head of Health, Safety and Wellbeing, CVS group

Applying for the WorkplaceMT trainer training programme

Applications to attend WorkplaceMT Foundation trainer training are open to those who have previously attended mindfulness training as a participant, have experience in the workplace, and have established their own mindfulness practice.

Contact Marina Grazier: Marina@mindfulness-exchange.com to arrange an informal chat to discuss the suitability of this programme for your needs.