



Mindfulness at Work **1st Annual Conference**

Conference theme

Brain based approaches to improving employee resilience and productivity

10th February 2012
Robinson College Cambridge

Sponsored by
Mindfulnet.org

A conference for: Business leaders, Executives, Managers
HR Professionals, Occupational Health professionals, Culture change consultants, Executive coaches, Mindfulness teachers & specialists

Conference timetable

Mindfulness at Work 1st Annual Conference

*Brain based approaches
to improving employee
resilience and productivity*

Outline for conference: 10th February 2012

Key	For everyone	Conference strand A: Developing a more mindful workplace <i>Primarily developed for those who teach mindfulness or use mindfulness within their coaching work, but open to all</i>	Conference strand B: Mindfulness based workplace productivity: <i>Primarily developed newcomers to mindfulness & those who want to integrate it into their work and / or the work of others, but open to all</i>
8.15 – 9.15	Registration in the Auditorium Foyer Coffee & networking in the Dining Hall / Dining Hall balcony		
9.15 – 09.30	Opening Address: Mindfulness and the challenges of the C21 workplace: Juliet Adams: Auditorium		
9.30 – 10.15	Keynote 1: How does mindfulness work: Finding peace in a frantic world Prof Mark Williams: Auditorium		
10.20 – 11.00	Workshop A1: Leading in times of change – new theories & approaches to leadership: Graham Lee: Auditorium	Workshop A2: An introduction to mindfulness: overview & experiential: Dr Patrizia Collard: Linnett room	
	Workshop B1: Beyond EI- Incorporating mindfulness into 'EQ' coaching: Margaret Chapman: Garden room	Workshop B2: Mindfulness based Conversations: Dr Sahaja Davis: Auditorium Lounge	
11.00 – 11.30	Coffee & networking in the Dining Hall / Dining Hall balcony		
11.30 – 12.15	Keynote 2: Neuroscience of mindfulness & its impact on workplace performance: Dr Shanida Nataraja: Auditorium		
12.20 – 13.00	Workshop A3: Why multi-tasking doesn't work: Neuro-leadership – your brain at work: Chris Samsa: Garden room	Workshop A4: Learning Mindfulness online in the workplace. Richard Latham: Linnett Room	
	Workshop B3: Mindfulness Based Cognitive Coaching (MBCC) at Work Gladeana McManon & Dr Patrizia Collard: Unmey Theatre	Workshop B4: The neuroscience of emotional resilience at work Tamara Russell: Auditorium	
13.00 – 14.00	Lunch: Dining Hall		
14.00 – 14.45	Keynote 3: The mindful workplace: Michael Chaskalson: Auditorium		
14.50 – 15.30	Workshop B5: Improving employee resilience & productivity – The potential projects approach: Sally Muir: Unmey Theatre	Workshop A5: Mindfulness & the NHS – impact on employee resilience & performance: Ruth Passman: Garden room	
	Workshop 6: The business case for Mindfulness Shamash Alidina & Jane Brendgen: Auditorium		
15.30 – 16.00	Coffee & networking in the Dining Hall / Dining Hall balcony		
16.00 – 16.30	Neuroscience, leadership & humour - From losing it to mindfulness: Ruby Wax: Auditorium		
16.30 – 16.45	Closing remarks: Juliet Adams: Auditorium Juliet Adams What have we learnt – overview & outcomes of business case for mindfulness call to action & conference end. Delegates to collect their copy of "The business case for mindfulness" on the way out		

Other things to look out for....



During the breaks in the **Dining Hall balcony** you will find:

- Just a minute mindfulness software demonstrations
- Leaflets and flyers
- A book stall

On the walls of the **Auditorium Lounge**, you will find a wall of ideas. Please take a few moments to have a look and add your comments and ideas to the wall. The contents will be collated after the conference and sent to delegates.



Visit **the Seminar Room** If you want to take a few moments to be silent or practice mindfulness. This room will be available all day for delegates use.

During lunch break in the **Garden Room** at 1.30 Jo Bentley will be available to talk to people about the Mindfulness in Schools Project (MISP). They have developed a really innovative adaptation of mindfulness especially for children that is getting great results.



If the weather is nice you can take a walk around **the gardens** which can be accessed from the entrance foyer to the Umney theatre

If you crave more caffeine during the day, a variety of coffees are available for purchase at the red brick café just past the entrance to the dining hall.



3.3 Keynote and workshops overviews & speaker bios

09.15: Opening Address: Challenges of the C21 workplace: Juliet Adams



Juliet Adams is a tenacious woman on a mission. Founder of *Mindfulnet* and *A Head for Work*, her aim is to connect the worlds of leadership and organisational development with brain-based approaches to bring a new solution to the age-old problem of creating and maintaining productivity in the workplace.

Challenges of the C21 workplace

Juliet will open the conference by examining the unique challenges of the twenty-first century workplace. How can organisations offer enhanced services with less resources? How can creativity and innovation be encouraged? How can organisations attract and the right employees in an environment where change is the norm? What is the role of Mindfulness and other brain based approaches to workplace productivity in all this?

09.30 – 10.15 Keynote 1: Professor Mark Williams



Mark Williams is a world thought leader in the field of mindfulness. He is the Director of Oxford Mindfulness Centre, Professor of Clinical Psychology at the University of Oxford and a Wellcome Trust Principal Research Fellow. Mark was the founder of the University of Wales Centre for Mindfulness Research and Practice.

Mark is one of the co-creator of mindfulness based cognitive therapy (MBCT). He is a well respected author and international speaker.

Keynote 1: How does Mindfulness work: *Finding peace in a frantic world*

Professor Mark Williams will overview psychological understandings of mindfulness and review recent research. Key questions include: Why do our attempts to control our stress and low mood states backfire? How can understanding the difference between "doing" mode and "being" mode enable us to be more effective? How can mindfulness help us live in a frantic world, and what are the possible implications of this for organisations and employees?

10.20 – 11.00 workshops

10.20– 10.55: Workshop A1: Graham Lee



Graham specialises in leadership development, either working directly with senior leaders and their organisations, or with consultants and coaches who have their own clients. Best known for his influential book *Leadership Coaching: From Personal Insight to Organisational Performance*, and as a visiting lecturer to a number of coach trainings, he has been a key exponent of the role of psychological mindedness in authentic leadership, in particular emphasising the need to cultivate the mental states of awareness in order to lead effective adaptive change. .

He teaches mindfulness as a critical leadership skill as part of his coaching and leadership development work. He has also developed mindful coaching supervision groups, supporting coaches to develop their self awareness and mental agility, and so their capacity to engender more deep seated and enduring change for their clients.

Workshop A1: Leading in times of change – new theories & approaches to leadership

What kinds of leadership do we need to meet the emerging challenges facing organisations? Graham will address this question by drawing out the distinctive themes across a number of new and prevailing theories of leadership. What's different about these approaches? What do they see as pivotal to effective leadership? What are the implications of these approaches for leadership development, and what potential role might mindfulness play in that endeavour?

10.20– 10.55: Workshop A2: Dr Patrizia Collard



Patrizia is a Senior Lecturer for Psychotherapy and Counselling at the University of East London, and a highly experienced mindfulness teacher/trainer. In 2009, she organised a ground breaking Neuroscience & Mindfulness conference in London. She teaches clinicians, managers and leaders mindfulness techniques.

Workshop A2: An introduction to mindfulness: overview & experiential learning opportunity

Patrizia will provide an overview of what mindfulness is all about, how it is taught, and why it is taught that way. She will then offer participants the opportunity to try out some exercises for themselves and examine the implications from a personal and workplace perspective.

10.20– 10.55: Workshop B1: Margaret Chapman



Margaret is a psychologist and researcher who has published and presented internationally on coaching for "EQ", resilience and mindfulness. She is author of *The Emotional Intelligence Pocketbook*; on the editorial board of *Coaching at Work*; *Coaching: An International Journal of Theory, Research and Practice* and on the Board of Trustees for the Oxford Mindfulness Centre, here she is helping take forward mindfulness into the workplace.

She is a founder member of the Association for Coaching; one of the original 16 proposers that established the Special Group in Coaching Psychology in the British Psychological Society (BPS) and the only British presenter at the first Australian Conference on Evidence-Based Coaching. In 2008 she was an invited discussant on how to take forward Relational Gestalt Coaching at the Esalen Institute in California and used these insights to develop workshops on coaching for EQ for the BPS and the production of a DVD on gestalt coaching for the University of East London. Margaret's passion is developing the developers, it is a spirit that she embodies and shares through her work as a coach, supervisor, educator, therapist and developing mindfulness teacher.

Workshop B1: Beyond EI- Incorporating mindfulness into 'EQ' coaching

In this session Margaret will explore the relationship between mindfulness and emotional intelligence ('EQ'). In particular she will look at how developing coaches' own and their clients' mindfulness skills extends the original conceptualisation of self-awareness (SA), which evidence suggests is the 'bedrock of EQ' that is, takes SA to a deeper level, of 'meta-awareness.' Margaret will consider the benefits of going beyond original models of EQ and discuss the implications for coaches, leadership developers and EQ practitioners.

10.20– 10.55: Workshop B2: Dr Sahaja Davis

Sahaja is a practising educational psychologist in Leeds. He is also a member of a mindfulness research team at University of Leeds as well as being a visiting lecturer at the University of Leeds and Sheffield University. He has been involved in teaching mindfulness for over fifteen years. During which time he has led a number of retreats, professional courses and contributed to conferences.

The development of Mindfulness Based Conversations (MBC) is the result of his long term passion to make the profound insights that can arise from mindfulness available to a wide audience. This passion has led to the development of a range of practical tools that can be readily adopted by professionals to improve the quality and experience of their work.

Workshop B2: Improving the way we work by using Mindfulness based conversations

Many aspects of individuals work within the public or private sector involves communication. Individuals are essentially employed to have conversations. These conversations may surround areas such as negotiation, problem solving, promoting, supervision, support or developing understanding. Primarily the aim is for some form of change to occur as a result of these conversations. Through the use of our professional conversations as the field of mindfulness practice MBC offers an approach to developing more effective communication uncluttered by extraneous, thoughts, feelings and agendas.

11.00 – 11.30 Break & Networking

11.30 – 12.15: Keynote 2: Dr Shanida Nataraja



Dr Shanida Nataraja is a neuroscientist and the author of "The blissful brain", a book which provides the scientific explanation of how practices such as mindfulness work, and how their use can optimise the performance of our brain, our state of health and well being.

She is an international speaker, as well as being the Editorial and scientific director of AXOM Communications.

Keynote 2: Neuroscience of mindfulness & its impact on workplace performance

Shanida will explore mindfulness from a scientific perspective. What happens in the brain when we practice mindfulness? Can mindfulness physically change our brain structure? Can we detect a difference in the brain structure of those who practice mindfulness, and those who do not? What is neuro-plasticity, and what are its implications for us both at home and at work? How can we optimise our brains performance and health?

12.20 – 13.00 Workshops

12.20 – 13.00: Workshop A3: Chris Samsa



Chris is a Positive Psychologist and Director of the NeuroLeadership Group and visiting lecturer on the Masters and Applied Positive Psychology programme at UEL. He works with organisations in the area of behavioural change, combining a positive approach with the latest findings from neuroscience to help clients improve the quality of their thinking and achieve sustainable results in record time.

Workshop A3: Neuro-leadership – Your brain at work

Christopher Samsa, is a positive psychologist and director of the NeuroLeadership Group UK and will present on what neuro-leadership is, and its role in the workplace. The presentation will be experiential and include examples of how the brain works in some typical everyday scenarios. It will ask and aim to answer; what are the limitations of the brain and how can we work round them? Can humans multi task? How can we get more done in less time? How does mindfulness fit into this approach?

12.20 – 13.00: Workshop A4: Richard Latham



Richard is MD of Wellmind Media Ltd, a developer of online health intervention programmes. In 2009 he produced Pathway through Pain, an online course for people living with chronic pain and in 2010 he developed the software behind Be Mindful Online, an online course for learning and practicing mindfulness. These new interventions are proving to be highly effective and have been the

subject of research studies.

Workshop A4: Learning Mindfulness online in the workplace.

Richard will provide a brief overview and demo of “Be Mindful Online”, a web based course for learning and practicing mindfulness for reduced stress in daily life. This online course has been followed by over a thousand people and results show that it achieves similar results to the eight week face to face course. A hundred participants have trialed the course in a corporate setting and this workshop will explore what can be learnt from this. What are the outcomes for participants of the course? What are the advantages and disadvantages of teaching mindfulness on line? How does this approach work within a corporate setting? What are the implications of this from both a corporate and mindfulness teaching perspective?

12.20 – 13.00: Workshop B3: Gladeana McMahon & Dr Patrizia Collard



Gladeana McMahon is a leading author and speaker, combining academic vigour with down to earth communication skills.

She works with politicians, celebrities and senior business people. She is the UK chair of the Association for Coaching, and co-creator of cognitive behavioural coaching and mindfulness based cognitive

coaching.

Workshop B3: Mindfulness Based Cognitive Coaching (MBCC) at Work

Coaching is now a recognized intervention used by individuals and organizations to improve performance and create a more resilient, creative and able workforce. Mindfulness Based Cognitive Coaching (MBCC) is a powerful new development that synthesizes Cognitive Behavioural Coaching (CBC) with Mindfulness practices to enhance personal performance while bringing corporate benefits. MBCC creates a sense of well-being and increases personal fulfillment. Dr Patrizia Collard and Gladeana McMahon will consider the role of coaching at work and, in particular, how Mindfulness and CBC when fused together deal with unhelpful thinking patterns and behaviours.

12.20 – 13.00: Workshop B4: Tamara Russell



Dr Tamara Russell is a mindfulness consultant advising organisations on how they can incorporate mindfulness training into the workplace in order to improve staff well being and resilience. She is involved in researching the neuroanatomy of mindfulness

Workshop B4: The neuroscience of emotional resilience at work

Tamara will explore mindfulness from a brain science perspective, focussing in on emotional resilience. Many undesirable workplace behaviours are generated by the brain's emotional response to perceived threats. Mindfulness can help individuals become much more aware of their thoughts and emotions, and thus able to decide how best to respond to events, rather than acting on auto pilot. This has powerful implications for both individuals and organisations. What happens in the brain when we perceive a threat? How does the brain regulate emotions? To what extent can we learn to overcome our automatic responses to stimulus? How can mindfulness help us regulate our emotions?

13.00 – 14.00: Lunch

14.00 – 14.45: Keynote 3: Michael Chaskalson



Michael Chaskalson is a mindfulness in the workplace specialist who draws on the latest scientific research, including studies in the field of brain science.

He has published six books on mindfulness and related themes. His new book, *The mindful workplace*, has just been published.

Keynote 3: The mindful workplace

Michael will explore the mindful workplace from both an employee's and an employer's perspective, with examples from organisations who have adopted these practices. What are the characteristics of a mindful workplace? How can we help leaders and senior staff to become more mindful? In translating mindfulness for a corporate audience, what works and what does not? What evidence is there that mindfulness helps improve resilience and productivity in the workplace?

14.50– 15.30 Workshops

14.50 – 15.30: Workshop A5: Ruth Passman

Ruth Passman leads the work stream 'Health in all Contacts' in the North West to ensure that all contacts that individuals have with the NHS are 'health giving, empathetic and mindful'. Ruth commissioned the first regionally funded pilot on Mindfulness and Work pilot last year; a nine month long programme of mindfulness training and mentoring to support 23 vulnerable individuals in recovery from addiction and mental health issues to prepare for and move toward the world of work and supported 30 community mindfulness champions to train as mindfulness teachers and deliver mindfulness to staff and patients in NHS settings; an ongoing venture.

Workshop B2: Mindfulness & the NHS – impact on employee resilience & performance

How can mindfulness support staff in the NHS to develop and maintain both resilience and empathetic care skills.

Ruth's workshop will cover the following areas of interest:

- How Mindfulness was utilised to support people in preparing for work and developing the skills and resilience to sustain themselves once in the workplace.
- How have effective Mindful Employer and Mindful Union initiatives developed in the North West and how can we upscale the use of mindfulness approaches to promote mental wellbeing in the workplace for staff and managers.

- How has the North West NHS trialled mindful approaches to staff wellbeing utilising innovation in workplace support for mental and emotional wellbeing and online mindfulness training to reduce anxiety for staff facing employment uncertainty and redundancy.
- How the proposed introduction of ‘Just a Moment’ for North West NHS staff will help ‘online graduates’ to maintain Mindfulness practice in the workplace.
- The links between staff wellbeing and mindfulness and good patient care will be discussed with reference to a programme that staff in ward settings and NHS management settings are trialling in the North West to address the issue of building capacity for all health and social care contacts to be informed by mindful, psychological thinking, using value-based training in collaborative, personalised and dignified care in all staff to staff / staff to patient contact. The ‘Looking after Me / Looking after You’ (LAMLAY) programme is informed by Boorman’s ‘Invisible NHS Patient’ thesis and supported by the NHS Equality and Diversity Council

The workshop will be an opportunity to find out more about mindfulness programmes within NHS settings which are specifically aimed at supporting employees and improving their resilience and performance. What approaches are being taken? What works, what doesn’t? What outcomes has this achieved? Workshop participants will have the opportunity to discuss the future of mindfulness in the NHS, how it is currently regarded and effective strategies to promote mindfulness in other areas of the NHS.

14.50– 15.30: Workshop B5: Sally Muir



Sally is a Senior Trainer in Workplace Mindfulness with The Potential Project, UK. She is an experienced corporate trainer in behavioural and interpersonal development, cross-cultural awareness, and diversity. Sally has been practicing, exploring and teaching Mindfulness in a variety of forms for over 21 years. She has a practical and engaging style and has broadcast on BBC radio with Professor Anthony Clare,

Woman’s Hour and Education Matters in relation to her work.

Workshop B5: Improving employee resilience & productivity - The Potential projects approach

The potential project is an international organisation that has developed an approach to teaching mindfulness within a corporate setting. Sally will provide an overview of what they teach, and some of the applications they use specifically for leaders. How their approach differs from MBCT / MBSR? How does it help improve resilience and productivity? What are the outcomes of research into their approach?

14.50 – 15.30: Workshop 6: Shamash Alidina & Jane Brendgen



Shamash Alidina M.Eng M.A. has been teaching mindfulness for over a decade. He has trained both at Bangor University's Centre for Mindfulness and through UMASS Medical School's Center for Mindfulness with Jon Kabat-Zinn. He's author of international bestseller *Mindfulness For Dummies* and the recently released *Relaxation For Dummies*. He has worked with organisations like the NHS & the BBC.



Jane works in the field of organisational and personal development and in her role as coach and trainer / facilitator delivers workshops, team and 1-1 coaching primarily to media organisations such as The Discovery Channel, News International, Channel 4, Channel 5, The Walt Disney Company, GroupM, and MediaCom. She has also worked with clients such as MSN Microsoft, AOL and the NHS.

Mindfulness is integral to Jane's work. She teaches the 8-week MBSR programme and has developed a number of workshops for the workplace which emphasise mindfulness as an agent for change. Her approach to coaching is informed by and based on mindfulness.

Jane is moving towards completing her MA in Mindfulness-based approached at Bangor University. She is undertaking a thesis project this year, the focus of which is to establish a methodology modelled on the MBSR programme to fulfil the business need for mindfulness training in the workplace.

She has a committed daily practice and is deeply appreciative of the benefits of this in her everyday life.

Workshop 6: The Business Case for Mindfulness

Shamash & Jane will explore ways of formulating a business case for mindfulness in organisations. They'll touch upon some of the key research findings relevant for the workplace, explore important factors that need to be considered and invite delegates into a collaborative process to promote sharing of knowledge and experience. The intention will be to produce a synopsis outlining key insights, ideas and considerations to creatively and effectively establish a compelling argument to take mindfulness into the workplace.

15.30 – 16.00: Break & Networking

16.00: From losing it to mindfulness: Ruby Wax



Ruby Wax has been training under Prof Mark Williams at Oxford as part of her MSc in Mindfulness Based Cognitive Therapy (MBCT).

She works with leaders applying neuroscience to leadership “with a sense of humour and brought down to earth”.

Neuroscience, leadership & humour

Building on her studies of mindfulness, Ruby will talk about how leaders can apply neuroscience to leadership “with a sense of humour, and brought down to earth”

16.30: Closing remarks: Juliet Adams

Key messages and themes from the conference
Agreeing the way forward and what to do next

Please collect your free copy of “The Business case for Mindfulness” as you leave the conference.