

# Mindful Team Development Programme

*A Mindfulness, Emotional Intelligence & Cognitive Therapy Programme*

*Corporate Information Sheet*



**Aim:** This comprehensive programme enables participants to develop their attention and awareness in the present moment reducing stress and anxiety while enhancing emotion regulation and staff engagement.

**Learning Outcomes:**

*On completion of this programme participants will be able to:*

- Learn about mindfulness and emotional intelligence
- Observe emotions as they arise and choose how to respond
- Recognise habitual patterns and learn how to change these patterns when necessary
- Reduce stress, anxiety and overwhelm
- Let go of negative thoughts and behaviours
- Develop their capacity to work as part of a team
- Contribute meaningfully to their workplace and society
- Demonstrate enhanced connection and engagement in the workplace

**Rationale:**

As an organisation your key resource are your people. When they are *less* stressed, anxious or depressed they are going to perform better. Mindfulness has the benefit of enabling people to deal with challenging emotions that may emerge in the work place. How people deal with their emotions in work can affect their engagement such as organisational culture, presenteeism, absenteeism and turnover. Being present contributes to the quality of decisions being made, the relationships that are built and overall functioning levels. In addition, mindfulness meditation practice appears to increase information processing speed (Moore & Malinowski, 2009), as well as decrease task effort and having thoughts that are unrelated to the task at hand (Lutz et al., 2009), which can contribute positively to overall organisational functioning. Promoting mindfulness in the work place will enhance employee's ability to deal with the challenges they face, their productivity and their overall well-being.

## **Benefits:**

The benefits for individuals are many, evidence indicates that mindfulness can lead to emotional regulation (Corcoran et al., 2010), stress reduction (Hoffman et al., 2010), boosts working memory (Jha et al., 2010), reduces rumination (Chambers et al., 2008), leads to less emotional reactivity (Ortner et al., 2007), greater cognitive flexibility (Siegel, 2007) and enhanced relationship satisfaction (Barnes et al., 2007; Wachs & Cordova, 2007).

Additionally, work place research carried out by Hulsheger et al., (2013) found that participants in a mindfulness intervention group experienced significantly less emotional exhaustion and more job satisfaction than participants in the control group. While Flook et al., (2013) found that mindfulness boosts self-compassion, reduces psychological symptoms and burnout, increases effective behaviour, and reduces attentional biases.

## **Evaluation**

As part of this training programme an assessment tool including staff engagement will be incorporated to assess mindfulness awareness at the beginning and at the end of the programme. A report on the findings of the evaluation can be included for in-house training.

**Duration:** Each session is 2 hours and takes place over 8 weeks. The programme will also include practical homework assignments, journaling and group work discussions.

**Cost:** €350p.p (includes all sessions, CDs and resources)

**Numbers:** Minimum of 10 and Maximum of 20 participants.

## **Content Outline:**

Session 1:

- Mindfulness Fundamentals

Session 2:

- Workplace Stress and Your Brain

Session 3:

- Team Dynamic & Non-Acceptance

Session 4:

- Emotional Intelligence

Session 5:

- Cognitive Theory

Session 6:

- Working & Winning Together

Session 7:

- Dealing with Anxiety & Depression

Session 8:

- Mindful Communication & Conflict Resolution

\*Content can be tailored towards your organisation's needs and will integrate work practices that support enhanced focus, concentration and performance.

Contact: [info@mindfulleaders.ie](mailto:info@mindfulleaders.ie) check out [www.mindfulleaders.ie](http://www.mindfulleaders.ie) or call 091-447 149 to discuss.



**Developing  
people**



**Inspiring  
passion**



**Using  
Evidence**

The content of this programme draws on work by Thich Nhat Hanh, Jon Kabat Zinn, Zindel Segal, Mark Williams, John Teasdale (MBSR/MBCT) , Daniel Goleman, Martin Seligman, S.N. Goenka, Dalai Lama, David Rock, etc.,