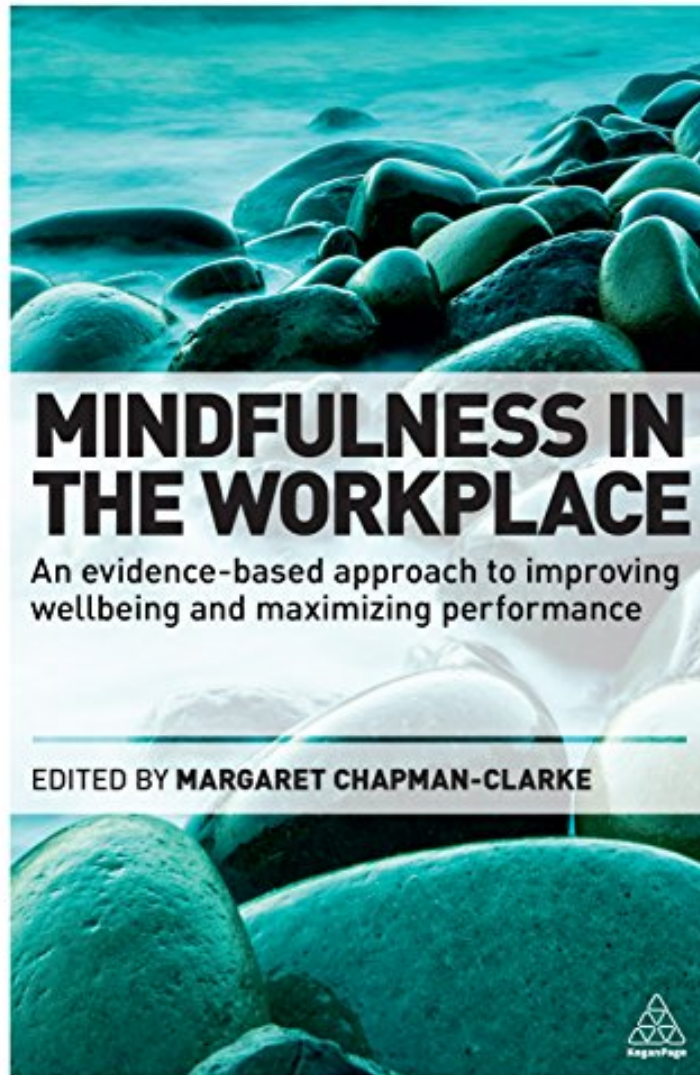


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Mindfulness in the Workplace: An Evidence-based Approach to Improving Wellbeing and Maximizing Performance

Margaret A. Chapman-Clarke

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Margaret A. Chapman-Clarke : Mindfulness in the Workplace: An Evidence-based Approach to Improving Wellbeing and Maximizing Performance before purchasing it in order to gage whether or not it would be worth my time, and all praised Mindfulness in the Workplace: An Evidence-based Approach to Improving Wellbeing and Maximizing Performance:

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wellbeing and maximising performance through an evidence-based approach and programme is the objective of the book, which arguably can yield benefits to both the employer and the employed. The author takes many strands from human resources management, neuroscience and behavioural science to present this book, aimed at human resources staff, with a practical guide that can help lead and change the general tone and feeling of a workplace. It does not advocate a big-bang change with all the risk and trauma that can follow, instead preferring a gradual change programme that allows for greater flexibility, buy-in and less resistance from the fear of the 'unknown'. Case studies featuring companies that have implemented and developed such change are also provided that can provide additional validity. It is quite possible that this book could be a powerful, attractive read to a wider audience, especially the more switched-on and enlightened senior executive, even if some of the detail might be a little more esoteric or unfamiliar. For those who focus on workplace and employment issues it is a very capable, interesting read that should be actively considered. Unfortunately, the book is written in a fairly academic style and that might be a little too intimidating or a bit of a turn-off to the casual reader, which is a shame. There is nothing wrong with writing for an academic audience, of course, with the accompanying mass of references and footnotes, but this book was just on the wrong side of the fine line between the two reading styles. Yet, it delivers a mass of quality, actionable information to enable consideration, evaluation and eventual implementation. It can be a recommended read.

Mindfulness-based interventions in organizations offer the potential to build individual and organizational resilience, engage employees and address workplace stress. *Mindfulness in the Workplace* is a practical guide written for practitioners who want to learn how mindfulness can be used as a change management and organizational development strategy. Drawing from the latest research evidence from neuro- and behavioural science, *Mindfulness in the Workplace* offers a framework and guidance on how to start evolution- not revolution- in the organization. It ensures the greatest chance of success, showing how to identify the key stakeholders and work with them on understanding the power of a mindfulness initiative, how to identify a mindfulness champion, adapt the language of mindfulness to the context of the organization, establish metrics, and measure return on investment. *Mindfulness in the Workplace* proposes that HR and OD professionals are best placed to understand the complexity of implementing change in organizational systems and, therefore, the practice of mindfulness need to be brought in-house, even if they bring in external mindfulness coaches to train their leaders. Case studies including Capital One Finance and the NHS Mental Health Trust cover the reasoning behind these initiatives, how they were planned, the barriers they faced, the lessons learned, and their results. This book offers a forum for HR and OD practitioners to hear from other practitioners who have implemented organizational mindfulness-based interventions using change management principles so that they can understand how they might be applied to their own practice and their own organizations.

About the Author Margaret Chapman-Clarke is an occupational psychologist and applied researcher specializing in coaching, emotional intelligence, resilience, and mindfulness in the workplace. Chapman-Clarke has over 20 years' experience in HR and in executive, team, and organizational development consulting, and she serves on the editorial board of *Coaching at Work* and *Coaching: An International Journal of Coaching Theory, Research and Practice*.