



4th Newsletter

May 2020

<http://mindfulmanager.eu/>

OUR ACHIEVEMENTS

The Mindful Managers project is coming to an end soon after 3 years and we are excited to share with you an update on the project. Project partners gathered with full of excitement in 2017 to develop a project that focuses on public sector managers' wellbeing and to develop training materials to support public sector workers to become more mindful. The partnership is pleased to share with you some of our achievements from the past 3 years and offer you ways to stay connected with us after the project lifetime.

The Mindful Managers project was launched with some research activities and country analysis in Belgium, Cyprus, Finland and the UK. Partners engaged public sector managers in focus groups and interviews to find out about the challenges they face and the training needs they have. The results of this desk research have been summarised in a Comparative Needs Analysis Report that is available on the project hub (<https://mindfulmanager.eu/en/>).

In the next phase of the project, the partners designed the Mindful Managers Training Programme based on the findings of the needs analysis. It has been tested with more than 100 public sector managers across the partnership in Belgium, Cyprus, Finland and the UK. The feedback from the pilot testing was very positive. The training materials will be published on the project website in English, Finnish, Greek and Dutch as open educational resources for anyone to benefit from them.

Partners also developed another programme, called Reflection Rounds, which enables participants to reflect on their goals and how they can achieve them. In these peer learning groups 5 managers came together to share their views with the group and learn from each other. This programme was also tested in all partner countries and these training materials will also be available in all partner languages on the project hub.

The partnership also proudly presents the Mindful Managers online game. Partners used gamification as a methodology to support public sector managers to become mindful managers. The game is available for everyone to download on Android and IOS mobile phones.

The final result of the project was the preparation of the Mindful Managers Policymakers' Guide that summarises the results and recommendations the project offers to policymakers. The partnership hopes that the Guide will offer useful tips and insights to support the wellbeing of public sector managers and workers. Along with all other project materials, this Guide is also available on the project hub.



THE MINDFUL MANAGERS TRAINING PROGRAMME AND REFLECTION ROUNDS

The Mindful Managers Training Programme was co-developed by project partners and consists of 5 modules: Connect, Be Active, Take notice, Keep learning, Give. These themes are based on the '5 a Day' habits of the UK Government project 'Mental Capital and Wellbeing' (2008). This multi-disciplinary programme was developed to support public sector managers and workers who aim to explore new ways to manage stress and to reflect on their teams' and own wellbeing.

The Training Programme was complemented with 3 sessions of Reflection Rounds which were developed based on Inova Consultancy's award-winning Mentoring Circles™ methodology that combines coaching, mentoring and action learning techniques and enables participants to work on their action plans in the process of exploring mindfulness. The picture shows the topics explored during the Reflection Rounds adapted from CIPD, (2019). The Training Programme and Reflection Rounds were very well received by participants. All relevant materials will be available on the project hub as open educational resources.



THE MINDFUL MANAGERS TRAINING PROGRAMME

In the Mindful Managers training programme, the following themes have been covered:

1. CONNECT:

From an enhanced insight into yourself and others, participants learned to consciously deal with their way of communicating so that their collaborations become more constructive.

2. TAKE NOTICE

Through self-awareness, participants learned to know their own limits and act accordingly so that they can avoid overstrain in the long term and also have in-depth conversations on this topic with their team members.

3. BE ACTIVE

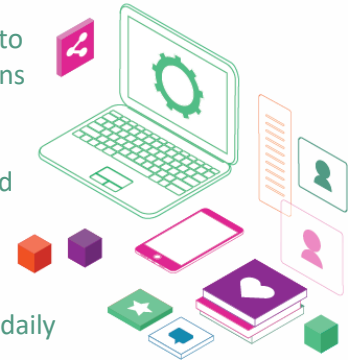
The participants learned techniques to integrate movement into their daily functioning in order to increase focus.

4. GIVE

Participants can stimulate solution-oriented thinking in others with the help of the GROW coaching model.

5. KEEP LEARNING

Participants can define learning goals of team members and encourage their team members to learn in their job.



Feedback from Participants

Directly putting the
knowledge into action

Roleplaying was very
useful to make
connection

Inspiring! Reminded me
to put more preparation
into a conversation with
my teammembers

Combination of different
approaches/ways to
learn (active learning,
role playing,
audio/movies,...

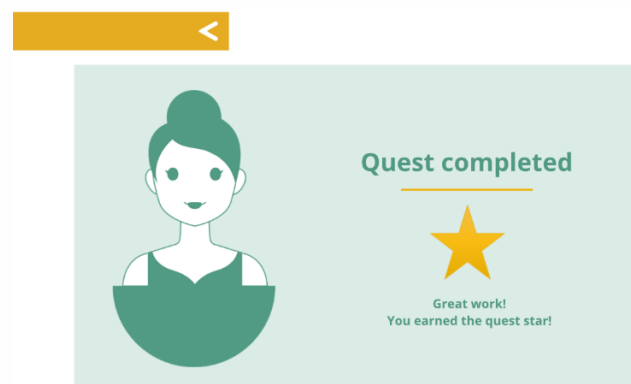
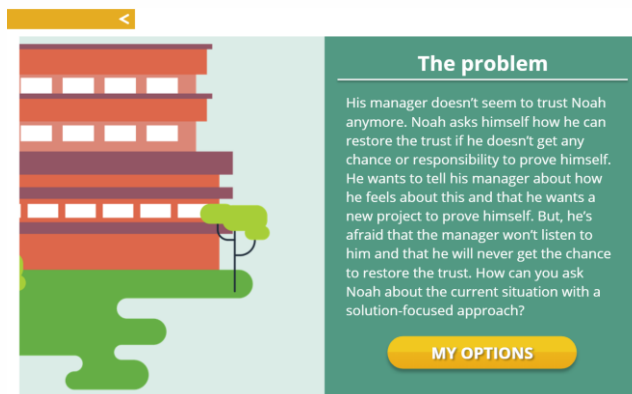
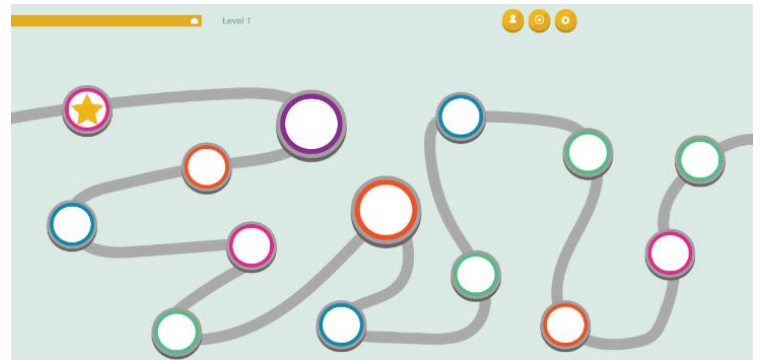
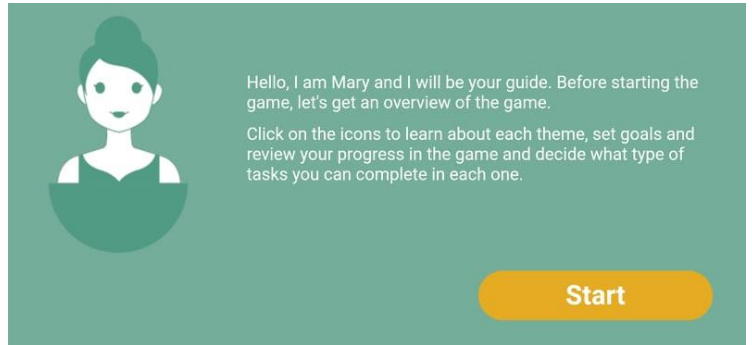
THE GAME

The Mindful Managers Game is designed to provide players with the opportunity to improve their managerial skills. The game consists of 10 levels which cover 5 main themes (Connect, Take notice, Keep learning, Be active, and Give). First, the player chooses from a plethora of statements that imply to him/her so the game is better suited for his/her needs.

These statements cover work/life balance, performance at work, the hierarchy at work, interpersonal relationships, and the atmosphere at work. Based on the responses, the scenarios that will follow in the 10 levels are appropriated – highlighted for their convenience.

Players gradually proceed through the levels and provide solutions to the different scenarios they encounter. Upon successful completion of each scenario, players are awarded with stars, which reflect points and are shown on their interface.

The game is designed as a collection of mini-stories in which the player participates as a manager. In particular stories, he/she gets familiar with the situations and is then provided with options regarding the solution of the situation. The player is asked to choose one solution which he/she finds as the optimal management of the situation. After the choice, the player sees the evaluation of his/her pick.





THE MINDFUL MANAGERS POLICY GUIDE

What do you have to do when you want to use the Mindful Management Programme in your organisation? Because as a policymaker, you do not always have the time to read everything in detail, we summarised the main points in our policymakers' guide.

For example. Is mindfulness a hype? The books, workshops, online platforms, etc. about mindfulness continue to grow exponentially. Cooking, raising children, work, sports: every aspect of life seems to be mindful nowadays. In the Erasmus+ project 'Mindful Managers' we spent more than 3 years developing training, reflective practice (Reflective Rounds) and an online game to support managers in the public sector in strengthening their own mental resilience to be cascaded to strengthen the mental resilience of their employees and team and to work more ethically and productively using a mindful approach within their organisation.

Our findings and results of this project can be found in a policymakers' guide. You will also find inspiring stories from managers who are convinced of the added value of mindfulness and who are also feeling the benefits of doing so. Finally, in this guide you will find a detailed step-by-step plan of what you, as a decision-maker in a public organisation, can do to get started with this theme.

Before explaining the above topics, we want to show that mindfulness is not a hype, but that it is important that you as an organisation put this topic on the agenda. You will reap the rewards in the long term. When implementing 'Mindful Management' and furthermore: the mindful management training programme and game, it is useful to follow a practical framework. We chose the practical framework of Kotter. In this guide we will also give a short explanation about this model. Furthermore, we will link it to this project.

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