

# Mindfulness in The Workplace Offerings

This menu of offerings outlines potential organizational programming that can be tailored and assessed upon request to maximize return on investment. Our offerings are designed to enhance the focus, resiliency, productivity, and overall mental and physical wellbeing of associates. All of the offerings are rooted in evidence-based practices and designed for the high-achieving, busy professional.

**Our approach is accessible, simple, efficient, and effective.**

<http://med.uc.edu/integrative/mindfulness-programs>



## Mindfulness 101

This one-hour session is designed to either stand alone as part of a Workplace Wellness or Employee Benefits Program or to introduce one of the retreats or weekly course options below.

The session is comprised of didactics, guided experiential practices, and a scientific basis for introducing the benefits and evidentiary foundation for mindfulness practice in the workplace.

Participants will walk away with a better understanding of the negative impact of chronic stress, the scientific rationale and the value of mindfulness at work, and how to immediately implement a number of simple and effective mindfulness practices for improved wellbeing.

All participants will receive a digital handout detailing the techniques taught in the session including how, when, and why to practice the techniques and the specific scientific benefits.

For a modest additional cost, audio recordings of the techniques can be provided for sustained guided practice after the session.



## Half Day and Full Day Retreats

A day of mindfulness and wellness can cultivate deeper personal and professional satisfaction for associates, executives and/or leaders. During a half-day or full-day retreat, participants will be introduced to a variety of topics focused on self-care, stress management, and mindfulness. Many of the topics taught in the 4-week and 8-week course will be covered but in a more condensed format. Retreats are informational and also heavily experiential with sustained periods of practice and relaxation techniques.

Participants can expect the same scientific rigor and explanations provided in our weekly courses along with additional relaxation practices, light mindful movement, and mindful eating practices over shared healthy meals.

Retreats can be held onsite in the workplace or at an off-site location, and are highly personalized to each client's needs. Half-day retreats last between 3 and 4 hours and full-day retreats last between 6 and 8 hours depending on the preference of the client.

Both retreats include access to a variety of digital handouts and online audio guided practices for sustained support.



## *Weekly Courses (4, 6 or 8 weeks)*

Evidence supports daily mindfulness practice in order to maximize full benefit and learnings, even if just for sixty seconds. While 1-hour sessions offer a great introduction, research shows it takes between 4 and 8 weeks to form reasonably robust new habits. Participants will experience impact from shorter offerings, but a weekly course is what we recommend for lasting change.

Teacher-led group programs are the most familiar way of learning mindfulness, and research tells us that while apps and online platforms can be helpful, learning mindfulness in face-to-face groups has the greatest long-term and sustainable impact on individual wellbeing and workplace culture.

These offerings span either 4 weeks, 6 weeks, or 8 weeks, for 30-45 minutes, one time a week.

The four-week course will cover understanding and managing stress, increasing focus, practical application of mindfulness techniques in the workday, physiological breath techniques for enhanced wellbeing, and mindfulness-based communication skills.

The six-week course will cover the aforementioned topics, plus mindfulness-based communication skills and increased positive emotions.

The eight-week course will cover the aforementioned topics from the four and six-week courses in addition to relaxation techniques, and an introduction to mindful leadership.

All three courses will provide participants with in-the-moment stress busters and mini-mindfulness techniques that can be easily implemented into the workday and into their daily lives. The format of each weekly session is education, demonstration, application, and integration.

Our team works with each company's pain points and desired outcomes to create an evaluation plan that is customized to that company's needs. Sample pre and post metrics may include perceived stress, grit and resilience, self-compassion, burnout, coping, engagement, and focus.

Weekly courses include access to a variety of digital handouts and online audio-guided practice for sustained support.



## *Onsite Weekly Drop-in Sessions*

The greatest benefits from these techniques come from consistent practice. It is common for clients to follow up a 4 or 8-week course or a retreat with weekly scheduled on-site drop-in sessions. Weekly sessions are either 15, 20 or 30 minutes, depending on availability and needs.



## *Mindfulness Based Stress Reduction*

Traditional Mindfulness Based Stress Reduction (MBSR) is an 8-week course, offered 2.5 hours a week, recommending the daily practice of up to 40 minutes a day. Due to time constraints of most workplaces, our team has adapted the standard MBSR programming to fit the structure of the workplace setting while also creating lasting impact. If the full MBSR course is of interest to you or your team please inquire for more information.