

Mindfulness and Values-Based Coach Training

Facilitated by Michael Chaskalson and Emma Donaldson-Feilder

Mindfulness – taking empathy and the quality of presence to a different level

Most coaches understand the need for maintaining a kindly, open, attentive presence in coaching sessions. Not many know actively how to bring that state about – nor how to sustain and develop it. One aspect of our course is the development of a set of practical mindfulness skills that will enable coaches always to approach their clients with a mindful attention that is characterised by presence, curiosity, openness, compassion and acceptance. Using specific well-researched *practical methods*, our training aims literally to change our participants' minds – in effect, to help them change their brains.

Considerable research evidence has now accumulated showing that with regular mindfulness practise – using the techniques we teach – it is possible to change one's affective style and literally re-wire aspects of one's brain. The practices that participants will learn will enable them more readily to access and sustain modes of mind characterised by increased left prefrontal cortex activation – associated with curiosity, openness, compassion and acceptance.ⁱ They will also gain an increased capacity to access the aspects of their brain associated with present-moment attention.ⁱⁱ Mindfulness is currently much sought-after in psychotherapeutic circles. The National Institute for Health and Clinical Excellence (NICE) recommends it for treating relapsing depressionⁱⁱⁱ. There is considerable research into its efficacy: hundreds of peer-reviewed empirical studies have judged mindfulness programmes to be effective in a wide range of applications.^{iv}

In some cases, the coach participant in this training will use the mindfulness skills learnt simply as a foundation for effectiveness in their own coaching practice; in other cases, they will not only use them for their own work but also help coachees to gain the benefits of living in more mindful ways.

Values-based – bringing clarity of purpose

This element of the course facilitates a process through which the coach explores their own values, meaning and purpose, allowing deep exploration of what they, as an individual, bring to the coaching relationship that might enhance or inhibit coaching outcomes. Derived from an extensive research literature on ACT (Acceptance and Commitment Therapy)^v, this will enable participants to ground their coaching practice in an understanding of their personal and professional motivations in a way that will avoid these obstructing the coaching process and help them to work with their coachees in more effective and insightful ways.

ACT is about 'being mindful for a reason': it allows the individual to combine the quality of presence established through mindfulness with a commitment to action based on clarity about values and goals. Mindfulness allows the individual to be aware of the choices they are making; the values-based element ensures that the choices they make take them in their valued direction, towards achieving goals based on their life purpose. As with mindfulness, ACT has attracted a considerable following in the therapeutic community. Comprehensive research programmes^{vi} have shown that ACT can provide successful outcomes with a range of conditions and that a group-focused version of ACT, used in workplace settings, can enhance both well-being and the propensity to innovate^{vii}. ACT-based coaching is in its infancy and is an exciting new development.

As well as enabling participants to gain clarity about their values and helping them develop a coaching approach and practice that is congruent with their core value-set, the course will also provide coaches with a set of tools and techniques that they can use in a coaching process to help their coachees gain insights and clarity about values.

Michael and Emma

Michael Chaskalson

Michael teaches mindfulness in corporate, healthcare and academic contexts. He currently trains coaches in these skills and works as a coach at senior levels. Coming from a Buddhist and an entrepreneurial background, Michael has more than thirty years of mindfulness practice behind him. His company, Mindfulness Works Ltd., offers mindfulness trainings in a variety of corporate, public and healthcare contexts. He created a successful *Mindfulness for Coaches Course* that runs four times a year and the *Mindfulness for Leaders* sessions, versions of which have been offered at the London Business School, Ashridge, Oxford Saïd, Roffey Park, PricewaterhouseCoopers, KPMG, Barclays, Deutsche Bank, the Prudential, AXA PPP, the Home Office, the Cabinet Office and elsewhere.

In 1979 Michael founded Windhorse: Evolution, an entrepreneurial fair-trade company that today has sales of around £10 million and gives its profits to charity. Upon leaving the company in 1988 he devoted much of his time to Buddhism – studying, meditating, teaching and writing. For several years he was a member of the Network of Western Buddhist Teachers who met regularly with the Dalai Lama to discuss matters of common concern. Having risen to a leadership position in the internationally-based Western Buddhist Order, which involved him in a considerable amount of pastoral counselling, Michael decided to make a change and became the first student to graduate (which he did with distinction) from a masters course in clinical applications of mindfulness, now run in the four-starred Department of Psychology at Bangor University. After graduating, Michael was invited to teach on that course.

Michael is currently working on a book – *The Mindful Workplace* – for Wiley-Blackwell. Under the name Kulananda he is the author of six books on mindfulness and related subjects – most recently he co-authored *Mindfulness and Money* with Dominic Houlder, former dean of the Sloan Programme at London Business School.

Emma Donaldson-Feilder

Emma combines an ACT-based coaching practice with research, consultancy, writing and presenting on workplace well-being. She is Director of Affinity Health at Work, a specialist consultancy offering services to improve workplace health, well-being and effectiveness. Emma works with a wide range of clients in the public and private sectors, providing coaching and consultancy to help employers and managers improve staff well-being, engagement and morale. Recent and current projects include executive coaching for senior managers within a large IT consultancy, stress management coaching for individuals in the Home Office, an employee engagement programme with Government Skills, a programme of work on resilience and workplace health for the Police Superintendents' Association of England and Wales, and individual stress risk assessments for an NHS Trust and a private consultancy.

Emma is responsible (with Dr Jo Yarker of Goldsmiths, University of London and Rachel Lewis of City University) for a research programme investigating the link between management and employee stress/well-being, funded by the Health and Safety Executive, Chartered Institute of Personnel and Development (CIPD) and Investors in People. Emma and Jo were named joint Practitioner of the Year 2007 by the British Psychological Society Division of Occupational Psychology for this project. Together with Fehmidah Munir of Loughborough University, Emma and Jo are research programme looking at line managers' role in facilitating employees' return-to-work following long-term sickness absence.

Emma is also Consultant Editor for a CIPD subscription publication about well-being and performance and author of numerous publications in the field, including recent book chapters and a range of journal and magazine articles. She is a regular presenter at conferences and contributes lectures to the MSc in Occupational Psychology at various universities. She also appears on radio and TV providing expert comment on issues relating to health at work. With her colleagues, Jo and Rachel, Emma is currently working on a book for Wiley-Blackwell about the role of the line manager in preventing stress in staff.

Course logistics

Venue: The course will run in the British Psychological Society offices at 30 Tabernacle Street, London EC2A 4UE. Map and travel details will be provided.

Dates: Four sessions on Fridays 30th April, 14th & 28th May, and 11th June 2010 from 10.00am to 5.00pm

Home practice: Course participants should be willing to do around 30 minutes of mindfulness home-practice a day, 6 days a week, for the duration of the course.

Cost: The course fee of £1,000 per participant (excl. VAT) includes the four days' tuition, refreshments during the course (including sandwich lunch), email support between sessions and the cost of all materials, including a course workbook and audio CDs to support home-practice.

Booking a place: Please complete the booking form below and return it to Michael at the address given. You will be invoiced for the course fee and your booking will only become effective once payment in full has been received.

For more information: contact

Michael on 01223 365057 or 0776 989 1936 or michael@mindfulness-works.com
www.mindfulness-works.com

Emma on 020 7738 4792 or 07930 658341 or emma@affinityhealthatwork.com
www.affinityhealthatwork.com

The faculty of voluntarily bringing back a wandering attention, over and over again, is the very root of judgement, character and will... an education which should improve this faculty would be the education par excellence. But it is easier to define this ideal than to give practical directions for bringing it about.

William James - 1890.^{viii}

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Booking Form

Please complete this form, together with the questionnaire on the following page, and send to:

Michael Chaskalson
Mindfulness Works Ltd.
41 St. Andrews Rd.
Cambridge CB4 1DH.

Name:

Job Title:

Organisation:

Address (including postcode):

Daytime Telephone:

Email:

Invoice to (if different to name/address above):

I would like to attend the Mindfulness and Values-Based Coach Training starting on 30th April 2010. Please send me an invoice to the address above. I understand that this booking will only become effective once payment in full has been received, that a cancellation fee of 50% of the total applies to any bookings cancelled within two weeks of the course start date and that no refunds at all will be allowed once the course has begun.

Signed:

Date:

ⁱ Davidson, R. J., Kabat-Zinn, J., et al., (2003) "Alterations in Brain and Immune Function Produced by Mindfulness Meditation", *Psychosomatic Medicine* vol. 65 pp.564–570

ⁱⁱ Farb, N.A. S., et al (2007) "Attending to the present: mindfulness meditation reveals distinct neural modes of self-reference", *Social Cognitive and Affective Neuroscience*, 2(4):313-322

ⁱⁱⁱ NICE, (2004) "Depression: Management of Depression in Primary and Secondary Care". *Clinical Guideline 23*, National Institute for Clinical Excellence, December 2004.

^{iv} Grossman, P., Niemann, L., Schmidt, S., Walach, H., (2004) 'Mindfulness-Based Stress Reduction and Health Benefits: a Meta-Analysis'. *Journal of Psychosomatic Research*, 57 and Baer, R.A., (2003) 'Mindfulness Training as a Clinical Intervention: A Conceptual and Empirical Review'. *Clinical Psychology: Science and Practice*, vol.10, no. 2.

^v Hayes, S.C., Strosahl, K.D. and Wilson, K.G. (1999) *Acceptance and Commitment Therapy*, Guildford Press, New York NY.

^{vi} Hayes, S.C., et al (2006) "Acceptance and commitment therapy: Model, processes and outcomes", *Behaviour Research and Therapy* 44 pp.1-25

^{vii} Bond, F.W., and Bunce, D. (2000) "Mediators of change in emotion-focused and problem-focused worksite stress management intervention" *Journal of Occupational Health Psychology*, 5, pp.156-163

^{viii} James, W., (1890/1981) *The Principles of Psychology*, Harvard University Press, Cambridge MA.