

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Implementing a Mindfulness-Based Wellbeing Programme

From Pilot to Organisation-Wide Mindfulness Culture

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



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Programme Overview

This programme explores the robust evidence supporting mindfulness as a premier workplace wellbeing intervention. We will delve into the critical factors for high-quality implementation that drive tangible results for your organisation.

Learning Objectives

- ✓ Understand the extensive scientific backing for mindfulness interventions in professional settings and why it consistently outperforms other wellbeing initiatives.
- ✓ Learn to differentiate between established mindfulness programmes like MBSR and MBCT, and how to adapt them effectively for a corporate environment.
- ✓ Develop criteria for selecting qualified and culturally sensitive mindfulness instructors who can authentically connect with your diverse workforce.
- ✓ Discover strategies to integrate mindfulness practices into your organisational culture, moving beyond isolated workshops to sustained engagement.
- ✓ Gain practical methods for assessing the true impact and return on investment of your mindfulness programmes.
- ✓ Leverage India's rich heritage of yoga and meditation while ensuring mindfulness practices are secular and accessible to all employees.

WHO SHOULD ATTEND

This programme is designed for Chief Human Resource Officers (CHROs), Learning & Development (L&D) leaders, and Wellbeing Leads aiming to implement impactful mindfulness initiatives at scale.

Programme Content

1. Evidence Review: The Real Impact of Mindfulness at Work

Explore the compelling scientific evidence demonstrating how mindfulness positively influences employee focus, emotional regulation, and resilience. Understand how these benefits translate into reduced stress, improved decision-making, and enhanced overall productivity within the workplace. We will examine real-world case studies that showcase these outcomes, highlighting why a well-implemented mindfulness programme is a strategic investment. This section will equip you with the data to advocate for and justify such initiatives within your organisation.

 **Activity: Group discussion on current workplace stress factors.**

2. Programme Design: Tailoring for Corporate Success

Learn the core principles of established mindfulness programmes such as Mindfulness-Based Stress Reduction (MBSR) and Mindfulness-Based Cognitive Therapy (MBCT). We will discuss how to adapt these evidence-based curricula to meet the specific needs and context of a corporate environment, ensuring relevance and engagement. Considerations will include session length, delivery format (in-person vs. virtual), and the integration of relevant Indian cultural touchpoints like yoga and meditation, while maintaining a secular approach for broad appeal.

 **Activity: Brainstorming adapted mindfulness exercises for office scenarios.**

3. Instructor Selection: Finding the Right Guide

Identifying competent and authentic mindfulness instructors is paramount for programme success. This section focuses on the essential qualifications, including formal training and personal practice, that participants should look for. We will also explore the importance of cultural sensitivity and the ability of instructors to connect with a diverse Indian workforce, fostering trust and psychological safety. Learn how to assess an instructor's authenticity and their capacity to deliver mindfulness in a secular, inclusive manner.

 **Activity: Role-playing instructor interview scenarios.**

4. Embedding Mindfulness in Organisational Culture

A one-off workshop yields limited results; true impact comes from sustained integration. This section provides actionable strategies for weaving mindfulness into the fabric of your organisation's daily operations and culture. Learn how to encourage regular practice, create supportive environments, and foster leadership buy-in to normalise mindfulness. We will explore how to make mindfulness a part of everyday work life, rather than a separate, occasional activity.

 **Activity: Developing a 3-month mindfulness integration roadmap.**

5. Measuring Mindfulness Programme Impact

Quantifying the effectiveness of your mindfulness initiatives is crucial for demonstrating value and securing ongoing support. This segment will guide you through various methods for measuring impact, from pre- and post-programme assessments of wellbeing indicators to tracking relevant business metrics like employee engagement, absenteeism, and productivity. We will discuss how to establish baseline data and interpret results to inform future programme refinements and demonstrate a positive return on investment.

 **Activity: Case study analysis of impact measurement data.**

6. Leveraging India's Heritage for Inclusive Wellbeing

India possesses a profound and ancient legacy of contemplative practices. This section explores how organisations can respectfully and effectively leverage this heritage, particularly yoga and meditation, as an accessible entry point for employees. The emphasis will be on secularising these practices within the corporate setting, ensuring that mindfulness-based wellbeing initiatives are inclusive and resonate with individuals from all backgrounds, beliefs, and experiences.

 **Activity: Discussion on adapting traditional practices for a modern workplace.**



Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Develop internal guidelines for selecting qualified mindfulness instructors.	HR/L&D	Week 1	Include criteria for formal training, personal practice, and cultural adaptability.
Pilot a secular mindfulness programme with a select employee group.	Wellbeing Lead	Month 1	Gather feedback on content, delivery, and instructor effectiveness.
Create communication materials highlighting the benefits of mindfulness.	HR/ Communications	Week 2	Focus on secular benefits such as stress reduction and focus enhancement.
Identify and partner with credible mindfulness training providers.	L&D	Month 1	Vet providers based on evidence-based approaches and instructor qualifications.
Establish baseline metrics for employee wellbeing and productivity.	HR/Data Analytics	Month 2	Use surveys or existing HR data to measure stress, engagement, and focus.
Integrate mindfulness promotion into broader organisational wellbeing strategy.	Leadership/HR	Quarter 1	Ensure mindfulness is presented as a continuous cultural practice, not a standalone event.

About Manas



Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

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A MSME-registered organisation dedicated to evidence-based mental wellness.

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