

Organizational Transformation through the Practice of Mindfulness

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Abstract

Companies are losing billions annually due to lowered productivity, health care costs related to stress in the workplace, absenteeism, high turnover, and external environmental forces (Dhiman, 2009). Leaders need to understand how the practice of individual mindfulness, and organizational mindfulness can contribute to systems thinking, organizational performance, and influence organizational resilience. There has been an increase of research on the study of mindfulness practices in the field of psychology and neuroscience. However, there is limited research that goes beyond that within the business world. Leaders from many companies are starting to see the benefits of mindfulness practices, and the demand to go beyond traditional leadership assessment methods evolving the evaluation of leader behaviors and qualities, and systems thinking. Moreover, stress is endemic in our communities, which can impact the brain, behavior, and organizational systems. One's inability to self-regulate can influence their personal and professional capabilities in the workplace (Seligman et al., 2005). This study will help leaders understand the importance of work-life-balance and well-being through the practice of individual mindfulness. This will have an impact on organizational mindfulness and contribute to systems thinking, organizational performance, and influence organizational resilience. I will also create a mindfulness model for leaders to practice in the workplace. The purpose of this study is to (1) examine the effects of individual mindfulness practices on organizational mindfulness, (2) examine the effects of individual mindfulness practices on systems thinking in leadership, (3) investigate the effects of organizational mindfulness on organizational performance, and (4) investigate the effects of mindfulness practices on organizational resilience. This study is important because leaders need to understand that

emotional balance and well-being occurs first at the personal level, impacting the professional, which can transform the overall systems within the organization.

References

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