UNIVERSITÄT LIECHTENSTEIN

Mindfulness & Self-leadership Training On Stress Management & Work Performance: A Randomized Controlled Pilot Intervention Study of Middle-Hierarchy Managers

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Motivation

- High rate of burnout among managers (30-50%)
- Managerial sustainable leadership performance matters (well-being of the individual manager and success of the organization)
- Mindfulness and self- leadership diminish exhaustion & increase resilience.
- Effective training of both competences (MBSL training) seems useful for executives.

Aim

- Development of a novel MBSL-training concept for leaders with the with the objective of enhancing their mindfulness and self-leadership skills.
- Test the effectiveness of this training on various outcomes such as stress resilience, leadership competence, and leadership performance.

Results

Review

- Mindfulness reduces perceived stress, contributes to a transformational leadership style and strengthens managerial self-efficacy and self-leadership.
- Self-Leadership increases stress resilience, enhances job satisfaction, creativity, innovation, motivation, transformational leadership and job performance.

Training development

- Mindfulness training: Combination of meditation techniques and yoga breathwork. These exercises are designed to promote deep relaxation and increase awareness of the body's sensations.
- Self-Leadership training: development of personal motives, values & strengths as well as self-assessment of one's aims and mission → personal development and goal-setting.

⇒ pretesting phase

Online Training Platform

Research Hypotheses

- MBSL Trainings improve leaders' mindfulness & self-leadership competence as compared to a differently trained managerial control group who do not undergo the training.
- MBSL trainings improve leaders' stress resilience, leadership qualities and leadership performance.

Research Method

- Develop an online MBSL-training and test and implement it for a representative sample of leaders.
- Examine the change in leaders' stress resilience, leadership qualities, and performance for a MBSL training group and a control group, as perceived by the leaders themselves and through external assessments by employees

Relevance

Academic relevance

› Development of scientifically founded MBSL training program
› First representative analysis of MBSL training effectiveness for leaders
› Application of the training and evaluation methods in further research fields
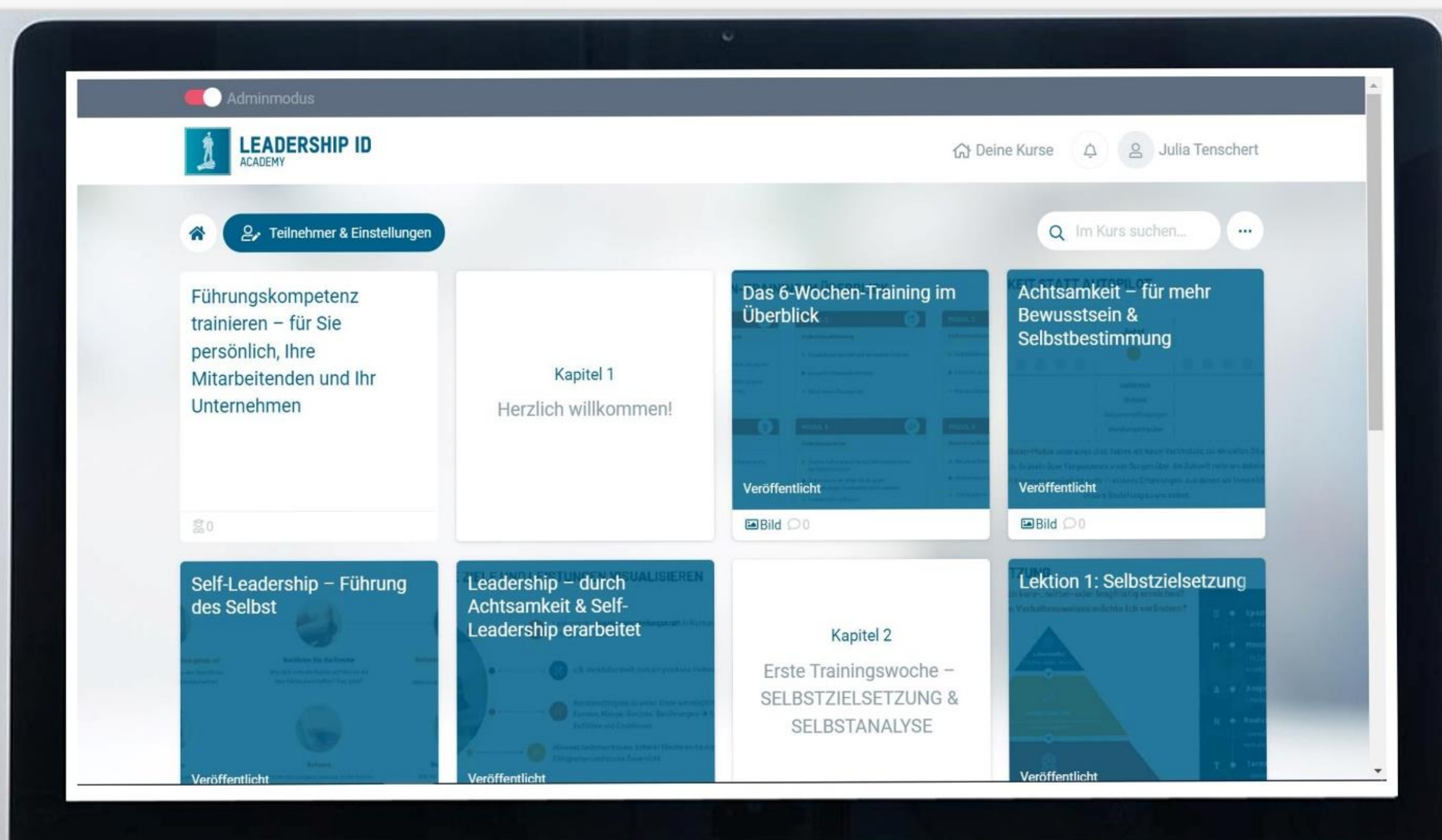
Practical relevance

› Application of a cost-efficient but effective MBSL training program for leaders
› Stress reduction and leadership competence improvement for leaders
› Reduce illness-related costs
› Improve business climate and increase competitive strength

Regional relevance - Liechtenstein

› Attract international attention to highly innovative research
› Opportunities for partnerships with businesses interested in applying the developed training concepts

Relevance to research of Liechtenstein University

› Innovation: totally new training and research approach
› Sustainability: relevance of mindfulness to daily sustainable life
› Improving global social coexistence by mindful attention

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