

Implementing Mindfulness In The Workplace: A New Strategy For Enhancing Both Individual And Organizational Effectiveness

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Abstract:

Mindfulness is essentially about being at your present state, having faith, and living here and now without worrying about the past or the future. This is an extremely traditional practice that derives from a number of spiritual traditions, including as Hinduism and Buddhism. Mindfulness training has been practiced by individuals and groups for countless centuries. Although mindfulness research is flourishing in the domains of psychology and health, it is only getting started in the realm of organizational science. However, this is changing for a variety of reasons. This essay highlights mindfulness' value as a strategic program for increasing leaders' abilities. The study is worked using real time quantitative evidences of current days' professional skill building programs that are adding mindfulness training in the curriculum to educate the students to be capable in decision-making and future-ready leadership that is vital to hold a workplace's sustainability. Equally crucial to the goal of reducing stress in general and workplace stress in particular is spreading awareness of the core principles of mindfulness at all societal levels. Among a number of mindfulness stimulating activities, the study has emphasized meditation as an effective, accessible and inexpensive practice that may be disseminated and encouraged so that society can obtain the advantages of mindfulness practice. Thus, it can contribute to a nation's economic growth, especially in emerging nations that are opening up to opportunities in the global market but are falling behind in productivity and competitiveness in the workplace. An effective and simple mindfulness model in the workplace culture has been shown to improve an organization's standing in the market, productivity, and longevity.

Keywords: mindfulness training, workplace mindfulness, professional mindfulness, mindful leadership

1. Introduction

"Exist in the moment." It is an age-old piece of advice that has been refined over time. It is also the focal point of mindfulness research, one of the most swiftly expanding fields of study in the present day (Sutcliffe et al., 2016). Organizations are implementing mindfulness practices within the work environment with the aim of enhancing employee engagement and interactions with external stakeholders and customers.

However, the concept of mindfulness, in its essence, originates from a multitude of spiritual traditions, such as Hinduism and Buddhism. For countless millennia, individuals have engaged in the practice of mindfulness, both independently and in communal settings. It has assisted in reducing mental distractions, boosting productivity, and fostering a broader perspective on life since its inception (Serrano, 2020).

The investigation of mindfulness, although gaining traction in the fields of psychology and medicine, is still in its nascent stage when it comes to organizational scholarship. Nevertheless, this is starting to alter due to a multitude of factors. After conducting a comprehensive review of the literature, empirical evidence, and the results of mindfulness studies involving clinical populations, Van Gordon et al. (2014) reached the conclusion that organizations seeking to improve the mental well-being of their employees may find mindfulness to be a viable interventional option (Khemraj, et al, 2022). Moreover, private enterprises including Google hold the belief that the implementation of mindfulness practices "generates ecstatic and exceptionally productive personnel" (World Economic Forum, n.d.).

Such an inclusion and growing demand of mindfulness as a part of organizational culture are the motivations that presented a substantial stimulus to compose this article. In this work, an evidence based exploration is done and analyzed giving it a validation that mindfulness is a channel to achieve professional competency and decision-making role in an organization.

Furthermore, it is a future-ready tool to enhance leadership capacities. The study is based on existing records and is built on the resources provided by relevant researches done currently on this concept and concludes with recommendations that are believed to encourage building in competent workplace culture and capable management that are sufficiently aware and accomplished in adopting mindfulness as their strategic tool to fortify their professional expertise.

2. Background Study

Being present, having faith, and residing in the present moment without preoccupation with past events or future contemplation constitutes the essence of mindfulness. T. W. Rhys David, a Buddhist scholar, introduced the comprehensive term "mindfulness" at the onset of the twentieth century. By translating the technical Buddhist term "sati" into mindfulness, he established this English word for the first time. There has been a growing interest in this field ever since.

The increasing acceptance of the advantages associated with mindfulness has resulted in a tremendous surge in the prevalence of mindfulness-related activities in diverse contexts, such as businesses. An illustration of this can be seen in the assertions made by Glomb et al. (2011) that mindfulness fosters improved task performance, employee relationships, and resilience due to its constructive impacts on the self-regulation of physiological, cognitive, emotional, and behavioural processes (Choi et al., 2022). Several processes, including response flexibility, decreased rumination, and the dissociation of the self from experience, are listed by Glomb et al. (2011) as mediating mechanisms between mindfulness and work outcomes and characterizing these self-regulatory effects.

The term "sati" finds its precise origin in the Pali term "sati" (Sanskrit: smṛti), which initially conveyed the meanings of "remembering," "holding in mind," and "recollecting." According to Sharf (2015, p. 473), sati, as defined in the Satipaṭṭhāna Sutta, which pertains to mindfulness in the Pali Canon, entails "contemplating the virtuous dharmas in a manner that accurately perceives the inherent qualities of phenomena moment by moment." Hence, in accordance with the teachings of classical Theravada Buddhism, the development of mindfulness entails an ongoing effort to maintain awareness of one's body, emotions, mental states, and mental factors. This endeavour necessitates the application of attention, memory, and metacognition, in addition to conceptual comprehension (Lomas, 2017).

Indicative of the increasing prevalence, Glomb et al. (2011) observed that a Google search conducted in 2011 pertaining to "mindfulness" yielded over 6 million links, while a search for "mindfulness and work" generated 1.4 million links. The aforementioned queries yielded 17.1 million and 12.1 million results, respectively, in June 2013. Certain individuals have characterized this phenomenon as a "mindfulness revolution" within the realm of business, while others are concerned about the emergence of a "mindfulness fad". Whether the revolution occurs or not, it is evident that organizations are beginning to incorporate mindfulness practices.

Although this trend may not be universal, an expanding number of corporations, including some of the world's most prestigious organizations (e.g., McKinsey Consulting, Apple, Google, and General Mills) are adopting it. As a means of augmenting the performance and well-being of individuals in managerial sectors, particularly in high-stress professional environments and organisational leadership, mindfulness practise appears to be permeating the business world. Mindfulness practises have a wide-ranging impact on various domains, such as education, personnel development, law enforcement and correctional facilities, healthcare, and rehabilitation (Reb & Choi, 2014).

If seen under theoretical perspective, both decision sciences and mindfulness theory emphasize the significance of paying attention to the origins of thought processes (Thepa, 2022). Nevertheless, these two paradigms of intellectual inquiry have historically diverged. A focus of decision science research and theory has been the comprehension of heuristics, biases, and what some may refer to as errors in the decision-making process. Efforts have been made in the decision sciences to demonstrate defective cognitions and the consequence of these errors so as to underscore the necessity for more "rational" responses to stimuli.

Despite the valuable insights that the decision sciences offer into the decision-making processes of individuals regarding significant and insignificant choices, endeavours to mitigate the influence of biases on decision making have yielded inconsistent results. Furthermore, there is a dearth of knowledge regarding strategies to enhance decision making outcomes when biases are present. In contrast, mindfulness theory emphasizes the capacity to observe one's own thoughts and actions with an open mind. By fostering a greater comprehension of one's thoughts, mindfulness interventions endeavor to assist individuals in transcending unwelcome or detrimental cognitions by means of acceptance, in certain instances.

In the past, mindfulness was perceived as a mental state rather than a psychological orientation (Sutthisanmethi, et al, 2022). However, contemporary studies have shown that interventions centred around mindfulness can effectively mitigate the detrimental effects of unwelcome or detrimental thoughts. Additionally, mindfulness techniques have been effective in the treatment of individuals with depression, anxiety, and other forms of psychopathology by reducing negative affect (Raglan, 2019).

Psychosocial factors exert a substantial impact on the organizational work environment. An illustration of a psychosocial factor that can significantly impact the working style of employees is the leadership style (Thepa, et al, 2022). A study provides unambiguous evidence of the importance of leader mindfulness in relation to the well-being of subordinates. The study incorporated transformational leadership as a mediating factor, and the findings unequivocally demonstrated that leaders who exhibited mindfulness observed positive and significant associations between subordinates' job satisfaction and positive affect, while also demonstrating a negative correlation with subordinates' psychosomatic complaints (Israni, 2022).

Effective leaders are more likely to possess strong self-awareness, a strong identification with the role of a leader, and a high level of self-efficacy. Moreover, scholars emphasise the criticality of leaders possessing the capacity to control their negative emotions. As an illustration, the performance of teams and leaders is correlated with emotional intelligence, which is defined as the capacity to identify and regulate emotions in oneself and others. Additionally, leaders have an ethical and virtuous obligation to manage their emotions, which is to act in a manner that minimises the negative impact on others.

This responsibility is based on the understanding that leader actions significantly influence the well-being, job satisfaction, and overall life satisfaction of their followers, and that both positive and negative emotions exhibited by leaders have the potential to spread. An illustration of this concept can be seen in the correlation between enhanced follower performance and successful goal achievement and leaders' positive affect. Therefore, according to Ashkanasy and Dorris, it is imperative for leaders to engage in "leading with emotional labor" and develop the ability to effectively manage their own emotions. Lastly, leaders must possess the capacity to guide themselves effectively.

Self-leadership, according to Furtner et al. (2013), is a collection of cognitive and behavioral strategies associated with improved (individual) performance. This comprises behavior-oriented approaches, such as the establishment of personal objectives and the practice of self-reflection, as well as constructive cognitive processes, like the assessment of assumptions and beliefs. Sampl et al. (2017) demonstrated the efficacy of a mindfulness-based self-leadership training program in enhancing individuals' self-leadership competencies. Self-leadership, as opposed to active leadership styles, is a separate concept that is linked to self-. Therefore, enhancements in self-leadership components are expected to result in improvements in leadership style, and conversely (Rupprecht et al., 2019).

3. Related Works

The section is composed of academic works that are particularly emphasize on the vitality of mindfulness and its strategic inclusion in workplace culture to motivate competency amongst the management leaders and thus is a channel to fortify the organization's sustainability and future aspirations. The articles are chosen giving significant highlights on the emerging concept of mindful leadership culture that is currently being put in place in leading organizations that are showing satisfactory results in decision-making and enhanced focus on professional capacity building where mindfulness training acts as a motivational tool.

Liu et al. (2018) examined prospective developments mindfulness in the domain of professional decision-making. The researchers assessed a different research methodologies, research materials, and theoretical frameworks to justify their notion. They particularly referred to the escalating prevalence of mindfulness training across various demographics that have led to heightened interest in the beneficial effects of mindfulness.

The researchers argued that the enhancement of mindfulness in the context of decision-making has garnered attention and admiration from prominent executives and professionals across various sectors. Additionally, distinct experimental paradigms exist to accommodate various types of decision-making behaviors within the realm of research methods. In both social and non-social contexts, mindfulness training has been shown to enhance decision-making, according to both imaging and behavioral data.

Ihl (2020) demonstrated the diversity of organizational mindfulness practice interpretations. Mindfulness practices are perceived as universally applicable human resource development instruments with the objective of enhancing performance at the organizational level. However, mindfulness introduces ambiguities into the interpretation at the organizational level. At the collective level, mindfulness practices are perceived as a method to augment group effectiveness through the improvement of individual relationships; nevertheless, they are also linked to the formation of dysfunctional group dynamics.

Engaging in the practice of mindfulness is perceived as a mechanism for achieving self-actualization at the individual level. However, individuals continue to associate the practice with the potential for adverse social consequences. We illustrate how organizations can apply mindfulness in a variety of ways. This contributes to the critical discourse among scholars of organizations and elucidates the wide range of possible applications. Moreover, the article presents an impartial perspective on the advantages and inadvertent repercussions of previous implementations and understandings of the notion.

Krishnan (2021) investigated the effective integration of mindfulness into the strategic toolkit of organizations. The researcher stressed that organizations could enhance the efficacy of the anticipated worldwide reconstruction following the COVID-19 pandemic by critically reassessing their current philosophies and business practices. Given the aforementioned context, mindfulness is an established and proven practice that possesses the capacity to surpass all stages of an organization's value chain and generate a lasting competitive edge. This article examines mindfulness in organizations through the lens of strategy, with implications for practitioners and researchers. I begin by examining the theoretical underpinnings of mindfulness, followed by an analysis of the performance enhancements that individuals can anticipate through regular practice and the subsequent impact on the overall performance of an organization.

Huerta et al. (2021) determined the prospective effects of a mindfulness training program on the development of intrapersonal and interpersonal competencies among first-year engineering students. Intrapersonal competencies (e.g., self-regulation, focus, resilience, and well-being) and interpersonal competencies (e.g., empathy, communication, collaboration, and leadership) were enhanced for the majority of students, according to the findings. The research offers persuasive evidence that mindfulness training can facilitate the growth of engineering students' intrapersonal and interpersonal competencies, thereby contributing to their professional, personal, and academic advancement.

The prevailing trends of incorporating mindfulness methods in organization management as discussed in this review of article is mostly in theoretical phase that researchers have mostly hypnotized and analyzed. In practice, mindfulness is still now a much confined attitude enhancement approach adopted by elite urbans and top corporate brands. Employee's need of professional enhancement is a much more wider subject with varied demographical features and regional demarcations. Also, mindfulness as we already mentioned is actually a traditional concept now being modernized and used with several technical aids (such as audio-visual support, application of AI is enhancing mindfulness, etc.). Such an advanced infrastructure is expensive and also depended on socio-economic-political frameworks. Thus, mindfulness training and its integration is organizational culture is not much widely used and acclaimed due to regional, economical, ethical, infrastructural and individual constraints.

4. Conceptualization and Tools

The study is done as evidence-based exploration and analysis where secondary resources from recent research articles and authentic documents (like institute report, documentation, researcher's reviews, newspaper reviews, etc.) are used as data that justify the role of mindfulness as a tool of professional decision-making and skill building powers and thus are enhancements for effective leadership development in a growth driven organization. The study aims:

- To relate, establish and refer real time development and initiatives that are taking place in organizational and professional training fields indicating their scope and role as organizational decision-making stimulus.
- Status of adoption of mindfulness approaches, their awareness and acceptance among professionals (that may include multi-ethnic groups) including public attitude and perspectives towards this very approach.

5. Data Collection

Data collection is done from current 2022-23 researches/case studies/reports of quantitative surveys of professional training institutes that are adopting professional skill/leadership development learning strategies by including mindfulness training models in their curriculum. The research has selected data where live human samples are interacted, inspected and assessed in terms of their mindfulness based training outcome status.

Such data is particularly chosen as per current prevailing trend of utilizing mindfulness approach to prepare their students as aware and capable in their leadership role. Mindfulness is given importance in current curriculum based on their traditional values and usefulness as strategic attitude stimulating tool that thus can play vital role in an organization's decision-making procedure.

We've already mentioned about the work of Huerta (2021) where mindfulness is discussed as giving positive result while they are incorporated in professional engineering students' training program. In another study done by Verweij et al. (2018), authors stressed that medical residents may benefit from the implementation of mindfulness-based stress reduction (MBSR).

This study indicated five mindfulness-stimulated attitude-enhancement benefits from the data analysis: heightened self-awareness regarding one's thoughts, emotions, physiological sensations, and behavior; increased introspection and self-awareness; acceptance and non-judgment; increased resilience; and interpersonal relationships. The participants in the study reported that the MBSR training enhanced their self-awareness and introspection in the workplace, and fostered a greater sense of acceptance regarding their own shortcomings.

Additionally, they noted improved resilience and a heightened ability to establish priorities and boundaries. Their work-life balance and self-care improved. The two aforesaid scholarly works testifies on this research objective where we make use of the professional training approaches undertaken in skill building institutes and their impacts on the students (Shekhawat et al., 2022).

Next focus is given on the techniques and tools that are utilized in mindfulness development framework that are currently being implemented in leadership training or organization culture of some countries. Review of articles that is given in this article discusses a few works, namely that of Yaozhong Liu (2018), Krishnan (2021) where mindfulness is felt as an effective organizational decision-making tool. The obvious question that comes next is how to boost mindfulness amongst management leaders that helps them improve their performance and decision-making capacity.

According to Lemon (2017), mindfulness-based stress reduction (MBSR) is a well-researched program that teaches people to pay attention in a more purposeful way in order to improve their mental and emotional health. The purpose of the MBSR program is to develop mindfulness, making one very aware of the present moment, accepting the moment just as it is without getting caught up in the ideas or feelings regarding the experience.

The three components of MBSR are the body scan, in which one systematically moves their attention from their head to their feet in order to focus on any sensation or feeling there, sitting meditation, in which one focuses on their breath while also cultivating a nonjudgmental awareness of the thoughts and distractions that continually arise in their mind, and Hatha yoga practice, in which one engages in breathing exercises and simple stretches. Developing a meta-awareness of and a heightened attunement to the present moment are two of the benefits of regular meditation practise.

Sanyal & Rigg (2020), in their article on mindfulness in leadership development distinctly specified on Rock et al.'s (2012) "healthy mind platter" workshop, where they used to kick off a conversation on how people might strike a better balance between their mental and physical health. Exercise, walking, yoga, taking vacations, reflecting, "switching off," and mindfulness meditation were all suggested through conversation as possible means of achieving greater equilibrium. According to the authors, these initiatives are providing good thrust to the society to know about mindfulness and adopt its processes in daily life. Measuring its importance, in this research, a meditation model is discussed in details to provide its procedure and benefits.

6. Findings and Discussions

We present: (a) A mindfulness training model of a recognized management institute that have incorporated mindfulness training in their learning curriculum to prepare leadership competency in terms of decision-making and goal setting for an organization. (b) A model on meditation as a framework to build mindfulness capacity among professionals and students.

(a) Office of the Basic Education Commission Mindfulness Training Model to Build School Principals

This study as done by Wongkom et al. (2019) based on a survey of school principals and their mindfulness criteria validated that they are effective in management and decision-making. It demonstrated that the theoretical frameworks of mindful leadership can be implemented in the training of primary school principals in accordance with the guidelines set forth by the Office of the Basic Education Commission, with a research guarantee.



Based on the responses of student respondents who are personally interacted in this research to know their attitude transformation/improvements under the influence of mindfulness training, the model as given below shows that the results the mindfulness strategy is composed of key components, sub-components, and indicators of the theoretical models of mindful leadership confirming certain predetermined criteria.

Figure: Components and Subcomponents that are enhanced among students in Mindfulness Training Program of Office of the Basic Education Commission in Thailand (**Source:** Wongkom et al. (2019))

At the level of key components, the factor loading values for all four components are positive and statistically significant at the 0.01% level. The factor loading values for all fourteen subcomponents are positive and statistically significant at the 0.01% level. The examination of factor loading values at various levels, which surpass the predetermined criteria, indicated that the theoretical frameworks pertaining to mindful leadership (MFD) exhibited construct validity in the structural connections among the four principal components, fourteen subcomponents, and sixty indicators.

Consequently, these frameworks can serve as a research-guaranteed guide for the training of primary school principals under the Office of the Basic Education Commission in Thailand. Concerning staff development, consideration should be given to the coverage of the four key components, the thirteen subcomponents, and the factor loading values – from highest to lowest, as demonstrated in the Office of the Basic Education Commission in Thailand's administration conceptual framework for the development of mindful leadership for primary school principals.

(b) Liverpool Mindfulness model

The Liverpool Mindfulness Model as proposed by Malinowski (2014), which is illustrated in figure below, is designed to encapsulate and integrate the fundamental elements associated with the practise of mindfulness. Additionally, it serves as a structure to guide subsequent investigations. The model is developed to implement meditation as a strategy of attention building that is an essential component of mindfulness skill.

Here, Buddhism and modern psychological adaptations hold divergent perspectives on the subject. However, a consensus exists that the cultivation and enhancement of mindfulness levels necessitates a well-defined mental training technique commonly known as meditation.

In line with alternative understandings of mindfulness meditation, the model places significant emphasis on the cultivation of attentional abilities as a fundamental aspect of this. The model delineates the procedure into five primary tiers: The determination of an individual's participation in mind training (tier 2) is contingent upon the propelling motivational factors (tier 1).

Consistent participation in mindfulness practise strengthens and refines the mental core processes (tier 3), predominantly through the reinforcement of attentional functions that facilitate the regulation of emotions and thoughts. Tier 4 entails a modified and more balanced mental stance or attitude; tier 5 encompasses favourable consequences regarding one's physical and mental health, as well as the calibre of one's conduct. Additional comprehensive research is necessary for each stratum and component of this model, as well as the interactions and presumed causal relationships that exist among them. This would make the model an appropriate guide for this endeavour.

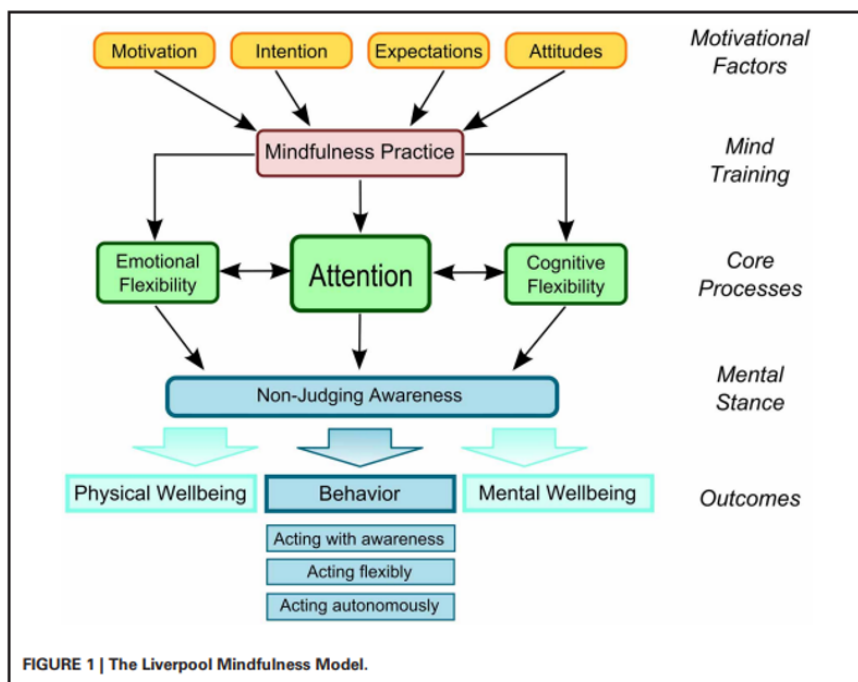


Figure: Liverpool Model of Meditation (Source: Malinowski (2014))

The above two conditions that we present here as initiatives of integrating mindfulness in professional leadership skill development programs present with a feasible scope for the practice to play a significant role in workplace culture. As discussed in condition (a), the mindful leadership model covers four main categorically stimulating areas, namely, Commitment, Compassion, Good-Decision and Self-Awareness. These four components are considered as leadership's

fundamental segments that aid for sustainable management and decision-making capacity. In particular, you can see that Good-Decision component as in present in the mindful leadership model that includes sub-components as awareness of Biases, Purpose and Organization of ideas as something that are trending managerial concerns. Thus, we deduce that the mindful leadership model is indeed incorporating modern components, like commitment and good-decision along with mindfulness's traditional components that comprise compassion and self-awareness.

Now, as we are focusing on the stress resilience and decision-making criteria as core stimulating features for a mindful leader, in the training model, there are emotional factors that need monitoring. In the model, you can find the targeted sub-components as Self-Assessment, Emotional Awareness and Self-Limitation. These target areas are so included on account of the global competitive demands that today's organizations seek from their management staff who are in leadership position. It is imperative for leaders to recognize and capitalize on opportunities to enhance their comprehensive self-awareness regarding pertinent attributes, competencies, and conduct. Leadership necessitates the cultivation of flexibility and adaptability in the face of an ever-evolving, ambiguous, challenging, and pressurized environment.

Leaders must exert more control over their own automation. Leaders must possess the capacity to execute their responsibilities with mindfulness, exhibit knowledge of their actions, fortify their physical and mental stamina, and direct not only their own attention but also that of their team or organization towards the appropriate matter. To accomplish this, a leader must be mindful. The mindfulness training model that we've discussed is thus serves as a platform to build the emotional and cognitive awareness among students that they can use in their professional responsibilities as an organization's leader, a source of encouragement and decision-maker who can develop solutions that benefit both their consumers and the social environment.

In condition (b), meditation that is an ancient self-healing and self-realization tool is adopted for overall self-realization and human wellbeing. Along with traditional processes, the model integrates modern psychological as well as physical factors that the model aims to refine. As per current day's workplace demands, the model serves as a flexible attitude development tool particularly instrumental for future-ready and justifiable decision-making.

See the aspects of Non-Judgment Awareness as integrated in the Liverpool Meditation Model. The layer lying at the bottom level has two other layers on top of it, starting from mindfulness development and then it includes modern attention areas and human mental flexibilities (emotional and cognitive, that are two main psychological elements need control in building a capable leadership expertise).

Again, the outcomes include both human wellbeing as well as stimulation in decisiveness that is essential for management leaders in today's competitive environment. Going beyond the traditional framework, the meditation includes motivation areas specific for modern professional environment and thus can be considered to be a transformational model to be modified as per future workplace leadership demands.

Now, as the world is becoming more and more goal centric particularly when a country considers socio-economic development as the focal area to improve and standardize. In that case, public attitude, awareness and motivation play important role to support for the country's mission. Now, in industrial level, employees should grow their mental and physical eligibility accordingly (see the mindfulness model as a reference here that is aiming to provide guided training for the same to prepare the professional students).

There is a clear correlation between mindfulness and a range of fundamental and ancillary processes that are anticipated to enhance work-related results, such as social relationships, resilience, and performance. Numerous positive outcomes are associated with this quality potential and mindfulness in the workplace. Adopting a mindful approach entails recognizing that leaders have the ability to effect change in communities, organizations, and lives.

It is essential for leaders to embody and demonstrate mindfulness in their daily lives, instruct others in the practice, and establish an organization that shares this value. Overall, the cultivation of mindfulness and mature meditation practice encompasses the acquisition of three critical competencies: concentration, consciousness, and living in the present moment. Moreover, mental training has the potential to significantly impact individuals' lives and increase their effectiveness.

By cultivating mindfulness, leaders can enhance their capacity to perceive and comprehend changes with greater efficacy. Moreover, consistent mindfulness practices can facilitate substantial advancements in goal attainment and decision making. Leaders whose thought processes foster greater creativity have a greater chance of seizing the opportunities they encounter.

7. Conclusions

Today's competitive environment and workplace stresses are becoming more and more severe and difficult to deal, particularly, for the aspirant newcomers who have goals to rise in their career without the knowledge of workplace environment and its complexities. On the other hand, socio-economic goals of nations differ from one another primarily based on their workforce capacity and organizational infrastructure. Thus, mindful leadership and inclusion of mindfulness in workplace culture are two main strategic developments that is thought to be important to be incorporated and evolved

organizations. However, work-stress problems are far more expanded and they affect at every level of industrial segments –small to large industries, in varied ways. Although mindfulness training and incorporation in workplace culture is well-demanded in globally reputed companies, awareness on mindfulness training and its adoption is equally important in every segment to ensure workplace stress resilience and improvement in professional performance. The two conditions presented in this article are chosen to fulfill these above-stated demands, particularly, in developing countries that are also getting scope to enter in global market and exhibit their potentiality. Nowadays, mindfulness training is included in professional skill development curriculum to make students aware of workplaces stresses and prepare their management and decision-making capacity prior to their entry in professional life. This approach is argued to be future-centric and beneficial for a country's socio-economic prospects and improvement in quality of life. This is because a psychologically stable workforce is believed to be beneficial to improve a company's productivity and goal setting power. Mindfulness, although is a traditional system of self-healing is not made much systematic and guided towards specific demands. One of them is to enhance professional attitude stimulation. Society should be made aware of this and be trained to adopt mindfulness practices in the day-to-day life. Thus, easy, effective and affordable activities, such as, yoga, meditation are recommended here that are equally incorporable in workplaces.

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