

Research Project

8-Week Training

for Skillful Decision-Making at Work and in Private Life



Singapore Management University - SMU

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Background

- MBSAT is a **practical training for skillful decision-making** in your personal life and at work. The training protocol was developed by Juan Humberto Young and is explained in detail in his book *Mindfulness-Based Strategic Awareness Training - MBSAT* (Wiley 2017).*
The research project aims to provide scientific evidence for the effectiveness of the training.
- **MBSAT** has rapidly become one of the most important mindfulness-based training programs for individuals, professionals and executives. MBSAT enjoys great recognition in Switzerland and internationally. For example, the government of Singapore has included MBSAT in its government training program and subsidizes participation at 90% and above. In Switzerland, MBSAT is an integral part of MindfulnessSwiss, the Swiss association of MBSR teachers (courses for stress reduction):
<https://www.mindfulness.swiss/kurse/arbeitsplatz-unternehmen/>.
- Experience from the program testifies to **great, practical benefits** for participants with very different needs. The program is suitable for anyone who is active in life, whether a housewife/mother, employee, entrepreneur or executive. The feedbacks report better decisions, more well-being, good relationships, mindful awareness, clarity about goals in life and more success and satisfaction in all activities. The research project provides a solid scientific foundation for these results and quantified measures.
- The MBSAT program consists of **8 sessions of approximately 2 ½ hours, once a week**. Between sessions, participants practice at home, ideally 15-25 minutes per day.

* link for the book: www.amazon.com/Mindfulness-Based-Strategic-Awareness-Training-Individuals-ebook/dp/B01M07OEPZ/ref=sr_1_1?crd=EC7U4E4F44TT&keywords=Mindfulness-based+strategic+awareness+training&qid=1642090673&prefix=mindfulness-based+strategic+awareness+training%2Caps%2C128&sr=8-1

Project Management

- The research project is organized by the **Mindfulness Initiative of Singapore Management University - SMU**, one of the leading business schools and universities worldwide.

In Southeast Asia, SMU is one of the top academic institutions. The University of St. Gallen, Switzerland, has maintained a close cooperation with SMU for many years.

- **Dr. Juan Humberto Young**, the author of MBSAT and Affiliate Faculty member of SMU, has many years of business and management experience in senior positions in various industries (financial, industrial, health and technology). He was senior management member at UBS and has a broad academic education, including finance. He is also a Positive Psychologist and a Cognitive Behavioral therapist with Master degrees from the universities of Oxford and Pennsylvania.
- **Prof. Jochen Reb** is one of the world's leading researchers in the field of decision making, organizational behavior, and mindfulness in organizations. He is co-editor with P. W. B. Atkins of “Mindfulness in Organizations” (Cambridge University Press 2015) and numerous other publications. Professor Reb teaches Organizational Behavior and Human Resources at SMU's Lee Kong Chian School of Business and is the founder and director of the Mindfulness Initiative at SMU.

Current Stage of the Research Project

- The first phase of the research project with 30 participants from German-speaking Switzerland was completed in 2021. The participants were between 30 and 50 years of age and from different professions and positions (sales, IT, social professions, entrepreneurs), men and women mixed. Recruitment was done by word of mouth among contacts and colleagues.
- The second phase of the research project, which now follows, serves to expand the database.

Two groups of 15 people each will be formed (a control group and a measurement group). **All participants who are willing to actively engage** in the training and complete the questionnaires for the research project **are welcome**. Personal interest and active participation are the criteria for participation.

- The results from the first phase are very promising. We will be happy to share more details in case of concrete interest in a collaboration.

Invitation to participate in the 2nd Phase of the Research Project

- Dr. Juan Humberto Young, author of MBSAT, and Prof. Jochen Reb, director of the Mindfulness Initiative at SMU, would like to invite you to participate in the research study. The goal of the project is to scientifically investigate the effects of MBSAT.
- **By participating, you will enjoy the eight-week training that normally costs about 1,500 Euros (over 2,000 SGD) free of charge** (for details, please, see next page). The training helps you reduce stress, strengthen mindfulness and strategic awareness, and it gives you tools to more easily overcome challenges in your professional and personal life and make better decisions.
- We strongly believe your personal gains from the training will positively impact your professional and personal life in many ways (e.g., more collaboration at work, higher job and education performance, better personal relationships, wiser life choices).
- This mutually beneficial collaboration will provide scientifically sound insights into the effectiveness of the training method in private life and at work. Thereby you will make a valuable contribution to the field of further education and personal development.

Process Summary

- A qualified MBSAT instructor gives an eight-week MBSAT training twice to a group of 15 participants each (8 times about 2 1/2 hours once a week; mostly online; introductory and final course possibly in presence if the situation allows).
- Participants complete a questionnaire 3 times: 1 month before starting, at the end of the eight-week program, and 2-3 months later. The time required is approximately 30 minutes per questionnaire. The answers are anonymized and kept strictly confidential.
- Participation in the training is free of charge in exchange for filling in the questionnaires. The regular fee for the training is around 1,500 Euros (over 2,000 SGD). For each filled-in questionnaire you will receive a credit. Those who complete all 3 questionnaires will participate free of charge. The approximately 90 minutes needed for the 3 questionnaires (about 30 minutes each) is thus rewarded with a value of about 1,500 Euros or over 2,000 SGD. In addition, you train valuable skills, learn practical tools and get the course materials (handouts, audio files).
- Participants will assume the following responsibilities:
 - Filling out the questionnaires
 - Attending all sessions
 - Practice at home (15-25 minutes per day)
 - Assist in recruiting additional participants by spreading the word among acquaintances
- The training of the measurement group is expected to take place in the **2nd half of 2022** and that of the control group in the **first half of 2023**. The assignment to the two groups will be randomized as required by scientific research.

Contribution of SMU

SMU's Mindfulness Initiative and project team are responsible for:

- Designing the questionnaires and online survey platform.
- Delivery of the 8-week training by a qualified MBSAT instructor
- Data analysis
- Reporting of the results
- Final report with conclusions
- Research team and necessary IT

Thank you for your interest and attention!



Prof. Jochen Reb and Dr. Juan H. Young



SMU Campus in down-town Singapore