

MBC Leads Profile

MBC Leads are our key contact points within member organisations. They receive the newsletters and are invited to signatory calls and events which are aimed at helping member organisations think about how to embed MBC ways of working. The number of leads is up to the organisation, but we would encourage you to have more than one in order to share the load and to benefit from different viewpoints.

MBC Leads are critical to an organisation's involvement with MBC – they are the people responsible for translating the Charter and the ideas and resources from the MBC community into meaningful change within the member organisation. This profile sets out what the role involves.

As with the Charter itself, the role of an MBC Lead is intended to be permissive and not prescriptive. Each organisation and person performing the role within an organisation will adapt the role for themselves in the context of the organisation and their function within it. That said, there are some things we think an MBC Lead needs to do to be effective and then other things which you might consider.

What the role needs to incorporate

MBC is about effecting change to the ways we work. These changes include actions that the MBC community (through the MBC Leads at member organisations) and employed team can do. Some are things that need to happen at an organisational level, and this is the responsibility of the MBC Leads working with their senior sponsor, any MBC Champions and the wider business. Set out below are what we believe to be the key aspects of an MBC Lead's role:

With the MBC community

- Make yourself familiar with the MBC website, namely, the MBC pillars, the toolkit, and the Members Area
- Attend and participate in our bimonthly signatory calls, and take part in updating the community with your progress on these calls when asked to do so
- Read the monthly newsletter
- Attend and participate in relevant Insight events
- Attend and participate in the AGM in the Summer and our annual celebration in October
- Share resources you have created internally with the wider MBC community where possible/appropriate
- Share examples of good practice and success stories with the wider MBC community
- Be available to provide peer to peer support to other MBC member organisations
- Complete the annual members' survey in March/April of each year
- Attend 121 meetings with the MBC employed team from time to time to discuss your organisation's progress with MBC

Within your organisation

- Raise awareness of MBC and its implementation within your organisation
- Be an advocate for MBC to your senior leadership team
- Empower and encourage individual employees within your organisation to adopt MBC practices
- Be a consistent and positive voice for MBC within your organisation, advocating for mindful ways of working and challenging behaviours and assumptions that are not in the spirit of your organisation and team's commitment to the Charter
- Disseminate relevant information from newsletters throughout your organisation
- Consider the MBC resources in the members area of the website, identifying and adapting as necessary those that would assist your organisation's implementation of MBC and disseminate them within your organisation



	• Actively think about how your organisation can implement positive change in working practices and behaviours and work to introduce and embed that change • Coordinate activity of any MBC Champions • Act as a reference point and centre of expertise for your organisation, providing teams or divisions support and information on implementing the MBC • Collate examples from your organisation of what has worked and what have been challenges so that the organisation can continue to learn and improve on an iterative basis • Actively think about who else it might help to engage with within your organisation in relation to MBC to support you in your role • Share examples of good practice and success stories within your organisation
What the role might incorporate	As stated, the role of an MBC Lead is intended to be permissive and not prescriptive. Here are some additional things an MBC Lead might do from time to time: • Speak at public and internal events to promote MBC • In conjunction with the MBC employed team, develop case studies of successful activity that could be shared with the MBC community • Organise internal surveys to assess your organisation's implementation of MBC and its impact, as well as what individuals experience as the sources of stress in their working lives that might be capable of positive change • Organise internal workshops to discuss implementation of MBC within your organisation and the teams within it • Organise workshops with client/supplier teams that work with your teams to discuss implementation of MBC in those relationships • Encourage, using, where appropriate, resources from MBC, relevant people in your organisation to talk about MBC to clients/suppliers with a view to introducing MBC into those relationships
Knowledge, Skills and Abilities	• An interest in wellbeing and mental health in the workplace • Resilience, resourcefulness, and an ability to diplomatically challenge others • The ability to persuade and influence by demonstrating benefits of the MBC to individuals, teams, and the organisation as a whole • It would be a good idea to make sure you have the support of your team and line manager to take on the role
What the role is not	• While the MBC is concerned with reducing workplace stress and increasing employee wellbeing, you are in no way expected to take on the role of a mental health professional in any capacity • You are not expected to hold support groups or counselling sessions. Where an individual comes to you for emotional support, please refer them to your EAP, workplace Mental Health First Aider, or HR department as appropriate • You are not expected to act as a mediator or HR advisor, for teams or situations in which there may be tension, or disagreements about the best ways of working

