

MBC Champion Profile

MBC Champions help embed the Charter in your workplace. They work with the senior sponsor and main MBC contacts to disseminate information through the organisation and speak up to ensure the principles are considered part of the DNA of your workplace culture. Based on common sense values of openness, trust, respect, and positive communication, the Charter can be brought to life by Champions who best understand how your teams and departments run, and how the pillars can be practically applied within them. This profile sets out what you should consider before you put yourself forward as a potential Champion.

What the role might incorporate	As with the Charter itself, the role of a Champion 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. The following, therefore, is a guide to the sorts of things a Champion might do, but you and your organisation may adapt this as works best for you. • Make yourself familiar with the MBC website, namely, the MBC pillars, the toolkit, and the Members Area • Liaise with the lead MBC contact for your organisation and other Champions for guidance and activity planning support • Read the Monthly Newsletter and where appropriate disseminate relative points through the organisation • Assist with raising awareness of the MBC and its implementation • Be a positive and friendly voice for change, 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 • In conjunction with your MBC Lead and other Champions, ensure your organisation is represented on bi-monthly MBC signatory calls and Insight events. (Some champions may be asked to present on the signatory calls – check with your MBC Lead on this.) • Act as a spokesperson for the MBC in your team and organisation – speaking up to ensure the pillars are being taken into consideration at all stages of projects • Act as a reference point and centre of expertise for any teams or divisions who may need additional support and information on implementing the MBC • Share stories within your organisation of where mindful working has been successful, and challenges that you may need others' input to overcome • Discuss the MBC with partner organisations • Assist with gathering information to complete the Annual MBC Survey
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