

+Cultural literacy

In order to do business in global markets, it is vital to understand your clientele and their diverse cultures. At a popular level the iconic HSBC on understanding cultural differences have demonstrated the value of such understanding and perceptions.

Religion is a key influence globally and has very varied cultural expression making faith literacy important for working effectively on a global basis. Gaining some background knowledge about faith communities in a safe environment can give staff the confidence needed to engage with people from faith communities more directly and appropriately. Doing some homework about other beliefs and customs can reduce anxiety about meeting others in dialogue and causing offence or not knowing what to expect.

We have experience of producing tailored resources for public and private sector organisations which provide information, ideas and training on faith communities, their beliefs and practices – particularly as these relate to the world of work.

Hamish Elvidge, Sainsbury's Finance Director and Board Champion for Equality and Diversity, said of the Faith Communities Toolkit and Awareness Training: "A first step in celebrating diversity is understanding our different backgrounds and beliefs. This toolkit gives our managers easy access to information on a range of faith traditions in our community."



- **Celebrations of diversity:** Tailored events/services celebrating development and progress by diversity networks/ champions across the Diversity agenda – disability, faith, gender, race and sexuality.
- **Faith Communities Toolkit and Awareness Training:** Originally designed as a reference manual for Jobcentre Plus staff, Faith Regen Foundation's Faith Communities Toolkit provides information about the main faith communities in the UK. It highlights traditions and practices and focuses on employment issues and how to engage with people from different faiths. Awareness Training covers: use of the Faith Communities Toolkit; Spirituality at work; Cultural awareness and faith literacy; Religious discrimination legislation. Customised toolkits can be researched, designed and tailored exactly to your brand and needs.

+Partners: Our offers are delivered in partnership with Faith Regen Foundation, Sophia Hubs Limited, St Martin-in-the-Fields and Theos.

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*St Stephen Walbrook:
adding value to the City*



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St Stephen Walbrook stands witness next to the Lord Mayor's residence and at the heart of the City it was built to serve. For over a thousand years a place of worship has stood on this site. St Stephen Walbrook is able to draw on its own significant history and the wisdom resources of Christianity to offer services which will make a difference to the way you work and the people you employ. We wish to offer the best from our heritage of wisdom and spirituality in a way which can impact your business through cultural understanding, diversity and openness, workplace spirituality, pastoral care and stress management.

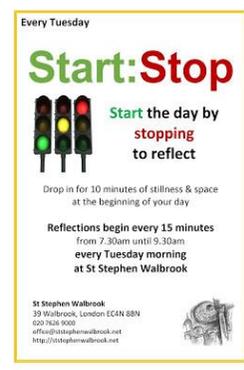
+Wellbeing

A Bloomberg Businessweek article from 2012 noted that workplace chaplains can be found at more than 1,000 companies in the U.S. and Canada and that employers have found that a pastoral touch is often more appealing to workers than an impersonal hotline of the sort included in many benefits packages. Howard Dawber of Canary Wharf Group says, "It is important to take time to listen to people who need some space and support amid the hectic environment of one of the world's busiest business districts. That's why we support and celebrate the work of Canary Wharf Chaplaincy, and its mission to provide a friendly ear to all those who work in, or visit, the Wharf."

A workplace chaplain is an intentional presence in the firm able to offer a listening ear and engage in workplace issues as and when appropriate. Being that intentional presence in your company would mean visiting the workplace, networking, establishing rapport and relationship, being approachable and offering pastoral care. Such services can also help considerably with the well-being of staff which can impact on levels of

sickness due to stress. Workers in the UK took an average of 5.3 days off work in 2012, according to the 2013 CBI/Pfizer Fit for Purpose survey, with stress, anxiety and depression given as the main causes of absence. There is a growing body of research which suggests that prayer and religion rank high among the best stress busters. Use of a prayer/quiet room for meditation, reflection or prayer on a regular basis can assist greatly in the management of stress. "It is now widely accepted that those organisations which have a 'spiritually-friendly' culture, show universally lower than average rates of absenteeism, workplace stress and staff turnover". (Source: Spiritual Care Matters NHS Scotland, 2009)

- **Pastoral care:** We can offer workplace visits by a workplace chaplain offering networking, establishing rapport and relationship, being approachable and offering pastoral care for those who wish to speak confidentially about personal issues.
- **Start:Stop:** 10 minute work-based reflections which enable employees to start their day by stopping for a moment of quiet thought and reflection. Available for delivery in quiet/prayer rooms with the reflection repeated at 15 minute intervals over the course of one hour.



+Values

For reasons of innovation and sustainability, you employ a diverse workforce and operate by means of an open culture. As a result, your workforce is also multi-faith. Research among managers by Roffey Park has indicated the extent to which

managers are looking for more meaning in their work (70%) and to which tensions are experienced between personal spiritual values and daily work (39%). Values play a defining role in motivation. An organization that has identified and examined the values by which their staff want to live is a workplace with motivation potential. The closer the fit between personal (often faith-based) values and company values, the higher the level of motivation.



We can provide a range of talks, seminars, courses and information on the interface between work and spirituality, together with chaplaincy services that could support your staff in their daily work, as well as those occasions when they experience pastoral issues. Our chaplaincy support could involve sessions of reflection or meditation, celebrations of diversity, as well as pastoral care for those who wish to speak confidentially about personal issues.

- **Theos-Sophia Values Programme:** a programme of workshops and bi-weekly meetings addressing the trust deficit issue by focusing on values, not regulation, and exploring integrity, honesty, fairness, respect, humour, wisdom, fortitude, counsel, patience and courage.
- **Topical seminars/talks:** a range of talks, seminars, courses and information on the interface between work and spirituality plus topical issues of ethics, trust and values.