

Mindful Leader Programme Naivasha

2015 - 2017



Inmates wearing bracelets that symbolise their new mindful leader identity

Impact Evaluation Report

Dr. Michelle Mahdon, Marina Heilbrunn,
Dr. Inmaculada Adarves-Yorno and Emma Jones

Graphics and visuals by Xanthippi Nanou

Brief Preface

University of Exeter: is a Russell Group university that combines world-class research with very high levels of student satisfaction. Exeter has over 21,000 students and is in the top one per cent of universities worldwide.

This work is done in collaboration with the Kenyan Prison Services and an organisation which develops leaders and makes prisons places of positive transformation, the African Prisons Project (APP).

More details about this programme can be found:

<http://blogs.exeter.ac.uk/innerrehabilitation/>

Acknowledgements

The mindfulness revolution taking place in the Kenyan Prison Service belongs to the inmates. It is their revolution and they are driving it with their passion and commitment. However, it would not have started without the involvement of the following organisations and individuals and the authors would like to acknowledge and thank all those who have and continue to contribute.

From the **African Prisons Project** we want to thank its founder and director Alexander McLean who asked Dr. Adarves-Yorno to train the senior managers in 2015. We also want to thank Matteo Cassini, Hamisi and all the APP team who made this work possible.

From the **Kenyan Prison Service** we would like to acknowledge the encouragement and support of the Director of Rehabilitation Madam Mary Khaemba

From **Naivasha Prison** we would like to praise the tireless dedication of its Officer in Charge Patrick Mwenda as well as the coordination team Joseph and Mose and all the mindful leaders. May your revolution expand beyond your wildest dreams!

From the Exeter team we want to acknowledge each-other for the space we have created to be us in our unique and different way.

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Executive Summary

A revolution out of control?

Is a passionate revolution which takes over a prison, captures all those it comes into contact with, and moves outside the prison walls scary, life changing, desirable, even possible? It is all of those things. It's happening. It's positive and incredible!

The seed of the mindfulness revolution was planted by Dr Adarves-Yorno when she trained the Director of Rehabilitation and five governors in April 2015. Two years later, thousands of people had been directly or indirectly touched by mindfulness.

Underneath the mindfulness revolution lies an innovative programme called Mindfulness PLUS. This practical and impactful training programme is based on a unique combination of newly developed Mindfulness techniques with social identity processes.

Mindfulness involves learning to be aware of what is happening within you and around you. Crucially, in Mindfulness PLUS inmates also learn to mindfully release emotions and connect with a positive sense of self. In addition, during this training inmates develop a new identity and become mindful leaders - they transform themselves and their fellow inmates in what is now called "Inner Rehabilitation programme" <http://blogs.exeter.ac.uk/innerrehabilitation/>

This report focuses on the largest maximum security prison in Kenya (Naivasha). The results of a survey of prisoners who have had mindfulness training shows the impact:

80%-90% of 140 surveyed in 2017 claim:

- Feeling **less stressed** (80%) and **less angry** (86%)
- Can **forgive** themselves (90%) and others (89%)
- More often able to **let go** of what they cannot change (84%)
- Being a mindful leader is an important part of who they are (88%)
- Engage **less in conflict** (72%) and **aggression** (84%)
- **Manage** their emotions better (84%)
- Have an **improved relationship** with prison officers (86%)
- Having more **respect for rules** and regulation (89%)
- **Reduced use of drugs** (85%) and **alcohol** (82%)* (% based on the 102 and 96 who answered as they had previously used substances)

Impact evidence has been triangulated through the use of questionnaires, written feedback, self-assessment forms, interviews, focus groups, testimonials, and stories of transformation. The mindful leaders have ensured that the training reaches everyone and have translated mindfulness materials onto other languages, have composed songs (e.g., mindful leaders anthem), plays (e.g., from 'blindfulness' to mindfulness), poems, drawings, etc.

At the start of the project Dr Adarves-Yorno found most prisoners felt incarceration was the end of their lives, they had no hope, they engaged in aggressive behaviour, they could not deal with their negative emotions, they considered the guards the "enemy", there was conflict and resistance to the prison rules and regulations of the institution. Following the training, prisoners have reported they can lead their lives more mindfully, they have found purpose and their lives have meaning - even for those who expect to spend the rest of their days behind bars. They have learnt how to deal with their emotions, they have higher mental wellbeing and resilience and their levels of aggression have decreased. They want to make the world a better place. Some guards and inmates are now seen as "family" and the use of alcohol and drugs has significantly decreased.

In addition to the work done in Naivasha, managers from headquarters, prison governors and welfare officers have been trained. This programme has now reached more than 16 institutions and is expected to lead to a systemic change in the Kenyan Prison Service.



“This programme has changed my life despite being in prison. I have learnt to accept and adopt the situation that is the (now). Currently I am more resilient and stronger than before. I can control my emotions by practicing the mindful techniques. The programme has lowered my anxiety, worries and depression. I have improved my attention and now judge people and things positively.”

Paul Njuru (Full Time Trainee)



“The impact the Mindful Leadership is having in Naivasha is a force to be reckoned with.”

*“The Mindfulness Programme is a serious revolution”
Patrick Mwenda, Officer in Charge, Naivasha Prison.*



*Thanks to the training “The general population is orderly and law abiding while in prison. This has gone a long way in making the environment conducive both for inmate adjustment to prison life and working for officers.”
Moses Kodeck, Welfare officer (Programme Co-ordinator)*



*“This has been a unique programme of its own kind, it’s never happened to other prisons, the way it has taken root and how the prisoners have responded to it is very very marvellous, and very encouraging... The programme is very very effective to move to other prisons, because in Naivasha it is a success, and Naivasha is the biggest institution in Kenya west Africa, so if a success in Naivasha, I am very certain in other prisons it will succeed.”
Joseph Mugatha, Officer (Programme Co-ordinator)*



*“Becoming Mindful Warriors and Influencing others require us to be Alert, Awake and Attentive and not shying away from failure since it is all about learning. Everyone felt a part of this change and embraced it whole heartedly. I sincerely felt like succeeding in the training represented such a fulfilling achievement and, possibly, a life-changing experience.
Hamisi Mzari, Member of APP,
observer to training sessions*



*Today “I saw a very amazing transformation in Naivasha inmates” “The programme can impact especially those people who you think cannot change”.
Jeremiah Thuo Nganga –Visitor 2017*



Inmate Joseph Lodiaka Lokodir

Who have you been?

Before the introduction of mindfulness at Naivasha I was a negatively driven man. I felt isolated, impatient, authoritative, lonely, I couldn't forgive, I was pessimistic and always hopeless about my tomorrow.

Who are you now?

I now think positively & try to learn my emotions, I deal with others in a more hospitable way than before, I take my time to try and make new opportunities in every circumstance that comes my way. My contribution to others is that I am helping them realise their goals and change their lives positively through poem writing on different kinds of emotions and giving my life experience.

Who do you want to be?

I want to have positive thoughts and emotions. I want to take my time to inspire others as well as myself to always be mindful. The contribution I want to make is not only in Naivasha but the whole nation through what we termed Mindful Development Goals.

Excerpt from Leadership Portfolio Workbook 2017

The Mindfulness Revolution

Like any revolution, the mindfulness revolution taking place in Naivasha has no boundaries. The Mindfulness Revolution started in Naivasha when in April 2015 the Officer in Charge, Patrick Mwenda, was trained in the UK by Dr Adarves-Yorno as part of a leadership fellowship organised by the African Prison Project.

This was followed by an invitation to bring the programme to Kenya and in June 2015 the momentum moved to Naivasha where Dr Adarves-Yorno trained staff and inmates. This led to a real change from within the staff and the newly formed Mindful Leaders' Group.

The inmates who took part committed themselves to turn "tables upside down" in a positive way at all levels, physically, personally and socially. The group transformed themselves, trained others and have changed Naivasha Prison.

By March 2017, the Mindful Leadership Community had ignited the passion of a large proportion of the prison fraternity. The revolution is also spreading into other prisons. The staff Project Co-ordinators, Joseph Mugatha and Mose Kodeck, are inspiring and supporting peers from 16 other institutions. Furthermore, inmates are spreading their work in two ways:

First, inmates have created their own mindfulness materials, have translated key teaching resources into Kishawili and found ways to reach those who are not literate.

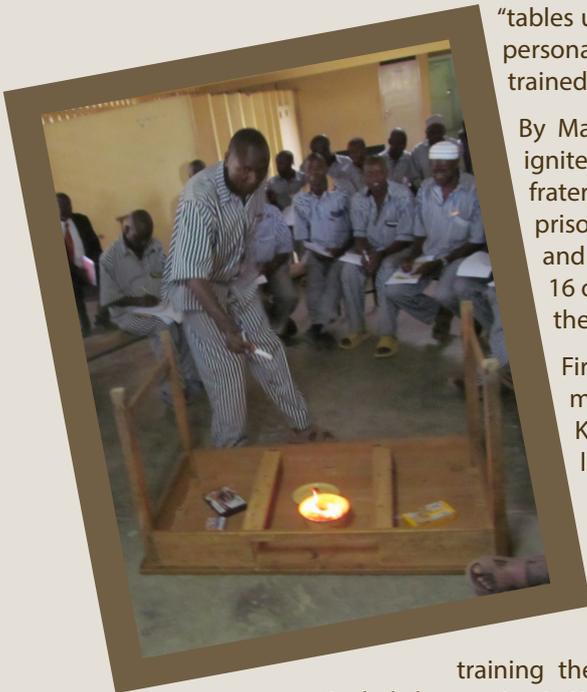
Second, inmates who have been transferred to other prisons have started igniting the

Mindful Leaders' revolution in their new prisons by

training their new peers (this is particularly happening in Kodiaga and Kitale).

Inmates are leading their unique inner rehabilitation programme. They do not have to wait for others to put things into place for them; inmates are rehabilitating their inner selves and those of their peers. This project is being taken forward with incredible passion. Even the walls of the prison cannot contain the revolution as it has already impacted community members outside (see wider society section below).

The Mindfulness Revolution in Naivasha, with Mindfulness PLUS training, goes beyond the basic principles of mindfulness. It has two unique and innovative components (a) it uses mindfulness as a guiding living principle for the Mindful Leaders acting as a form of inner rehabilitation and (b) it fully taps into the collective power of the group and the social identity that is being created around mindfulness.



² <http://www.nhs.uk/Conditions/stress-anxiety-depression/Pages/mindfulness.aspx#what>

Mindful Leader Programme

Mindfulness Plus training

Mindfulness is 'paying attention in a particular way: on purpose, in the present moment, and non-judgmentally' (Kabat-Zinn, 1994, p. 4). Most mindfulness training is focused on Mindfulness Meditation. Interventions such as Mindfulness-Based Stress Reduction (MBSR) and Mindfulness-Based Cognitive Therapy (MBCT) are successful but require accredited trainers and resources, two things which Kenyan Prisons lack. In addition, being a strongly faith oriented country mindfulness training in the Kenyan Prisons needed to be adjusted to their needs without posing a threat to their religious identity.

In a prison context, one of the first things that prisoners needed to work on was an awareness of the self that with full understanding, acceptance and compassion (principles of mindfulness) could redirect them to a potential positive sense of self which was based on self-leadership and personal purpose.

Second, the mindfulness training offered in the prisons needed to be quick, simple and effective, yielding immediate noticeable results (rather than long term benefits) and highly applicable.

Third, due to the strong emotional charge within inmates (some of which led them to prison), new mindfulness techniques to release emotions were needed.

The Mindfulness PLUS training was developed as a response of the needs of inmates as well as their potential. This training has three components:

1. Mindfully understanding self in which the mindfulness principles of full acceptance, non-judgement and compassion were used in combination with personal inquiry and two psychological theories that help us understand our past behaviour.
2. Mindfully rewiring one's mind in which Mindfulness on the GO techniques were used. These techniques included the radio technique, Matattu (taxi/bus) technique and traffic technique (see handbook upon request for more information)
3. Mindfully dealing with emotions which was composed of
 - a. Calming the emotions (breathing, meditation, cleansing, writing, drawing)
 - b. Releasing our emotions (mindful screaming, mindful shaking, "conscious dancing")
 - c. Managing our emotions (being a good host to our emotions)

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⁴ See our handbook available on our blog for more details of the different techniques used. If you are interested in using any of our techniques for clinical or research purposes please do get in touch i.adarves-yorno@ex.ac.uk.

Mindful Leader Programme

Mindful Leader Identity

Although mindfulness is extremely useful in many settings, mindfulness training will not lead to a revolution unless it is tied with a strong sense of common identity. Inmates from Naivasha prison (who are part of this programme) have exchanged the prisoner identity for one of a "Mindful Leader". These men are still incarcerated in a maximum security prison and yet they claim to be now internally free and have a purpose. It is their mindful identity that shapes their lives.

Two of the key processes are:

Creating a sense of 'us'

Internally: the use of language emphasised the **WE**-NESS and what we have in common: "**WE** are here to make a difference" "**WE** are important" and "**WE** have our own way of doing things"; "**WE** are on this together"; "I am because **WE** are"

Externally: behaving like one more including eating prison food with the hands in a shared bowl.

- All sharing bowls of food

As part of the training: taking personal boundaries out and being vulnerable together; building ideas from each-other and deciding what it means to be "us", ensuring group ownership of everything from training materials to the future of the programme.

Setting up 'a space' so new norms can emerge and creative innovation can evolve

Dr Adarves-Yorno started the process of creating new norms by changing the status quo showing that WE can do things differently:

As part of so doing, she:

- turned tables upside down;
- created a sense of a 'sacred space' where no one could overhear or see the training, including sending guards away in her 2015 training;
- bought in biscuits inviting them to interrupt her and get them while she was talking;
- got the men to use fire to burn their thoughts on paper in a bowl;
- taught out of the ordinary techniques such as Mindful Screaming.



Dr Adarves-Yorno creates a 'sacred space' where no-one can oversee or overhear the group, the priority is the men and their time.

Training space 2015 with the ashes in the bowl

Timeline

2015

In April 2015 six senior leaders of the Kenyan Prison Services (Director of Rehabilitation and five Prison Governors) received an intensive 3 day training with Dr Adarves-Yorno at Embercombe (<https://embercombe.org/>).

June 2015 Dr Adarves-Yorno visited Kenya to support the 6 leaders and other leaders in their change plans.

One of the prisons she worked in was Naivasha where she trained a group of 50 very motivated inmate change agents on Mindfulness and Resilience. She also trained a group of staff. Within that group was Joseph ... a committed change agent who was to become an essential part of the mindfulness project

The Naivasha inmates wanted more training and they were strongly committed to make a difference within their institution.

Dr. Adarves-Yorno responded to their desire for more training and their commitment and with her colleagues prepared a Mindfulness handbook for them. She also ran some follow up sessions, in which she observed the great impact they were already having among their fellow inmates.

2016

In May 2016, a second formal intensive training took place in Naivasha where the trained inmates consolidated their identity as Mindful leaders. During that training they formed groups which led to the creation of new materials and a translation of the handbook and portfolio into Kiswahili

From June 2016 Mindful Leaders started developing and teaching two formal courses on Mindfulness within the Academic section of the Institution. They also developed an exam to trace the improvement of the inmates.

In September 2016 an independent evaluator visited the prison and interviewed and ran focus groups with 65 people.

From June 2016 to March 2017, Dr. Adarves followed their progress and together with her team supported them. The teaching materials expanded and the training went well beyond the academic section. Two of the mindful leaders started training inmates from the industry section. To reach more people, a Mindful rapper emerged within the inmates and the Mindful Leaders' Anthem was born.

In December 2016 the Inner Rehabilitation Blog was launched to give voice to the stories of the Mindful Leaders, showcase impact, disseminate knowledge and offer resources to other institutions within and beyond Kenya <http://blogs.exeter.ac.uk/innerrehabilitation/>

2017

In March 2017 Dr. Adarves had an opportunity to witness the incredible transformation in individuals and in the prison. Inmates presented to her all the artistic initiatives that they have put in place to reach those who cannot read. These ranged from songs, to theatre play, read poems and images with messages. Together with the prison governor she had an opportunity to visit the industry section and hear first-hand how much impact the spontaneous training given had on inmates and how much easier the guards' work had become. The Governor then decided to formalise this training and allocated a space and time for it to be accessible to those in that section.

In April 2017 a group of Mindful Leaders from Naivasha were transferred to other prisons. Six of the inmates were transferred to Kitale in which the training started with 60 students.

In May 2017 Naivasha Mindful Leaders started working on creating newsletters so that they could inspire and teach others from other institutions.

In June 2017 Naivasha Mindful Leaders started translating the mindfulness training into other languages to reach more inmates (e.g. French) and started looking at how it could be taught with sign language so those with disabilities could benefit too.

In July 2017 A CD and a video of the Mindful Rapper and his mindfulness songs were recorded; making the message easily accessible to others within the Naivasha walls.

By July 2017, well over 1,000 people within Naivasha prison had been directly or indirectly touched by the training and the life-changing testimonies provide moving evidence of unimaginable transformations.

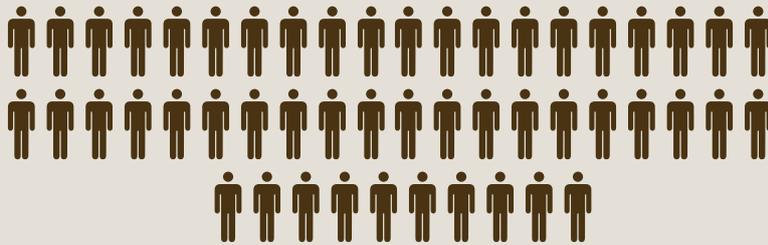
Dozens of trained inmates have been moved into other prisons and the training has expanded to prisons that we have never heard of. The story continues...

Who Has Been Trained?

2015

During Dr Adarves-Yorno's initial visit to Kenya she trained 75+ people in Naivasha.

2
day workshops



50
inmates trained

1
day workshops



27
inmates trained

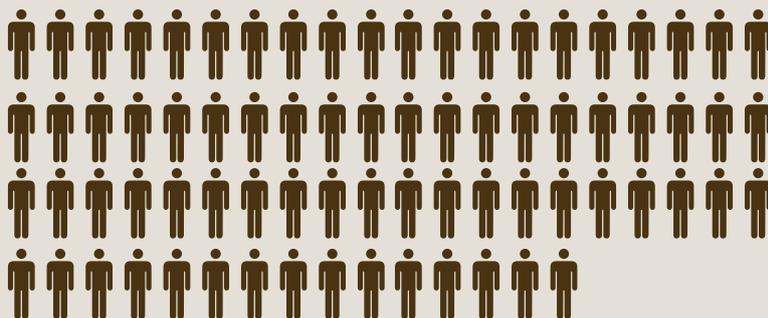
2015-2016

In between visits from Dr Adarves-Yorno those who had received the initial training spread the messages by informally training those around them.

2016

With inmates eager for more training Dr Adarves-Yorno made another trip to Kenya.

2
day workshops



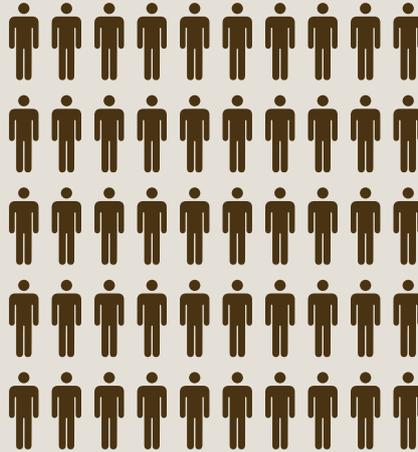
75
inmates trained

2016-2017



Alex Dimba
(Chairman Mindful Group)

Mindful Leaders Group
(Initially trained
by Dr. Adarves-Yorno)
50 Inmates trained



James Love
(Mindful Group Secretary)

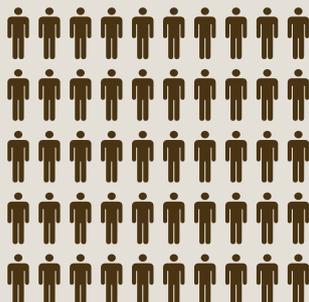
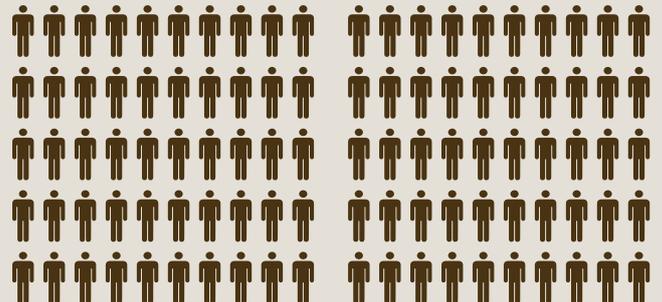
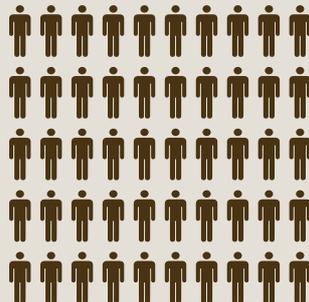
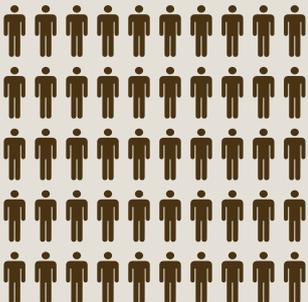
**Mainstream Education
Rehabilitation Route**
150 Inmates trained

Industry Rehabilitation Route
100 Inmates trained

Monday-Friday course

**Wednesday
afternoon course**

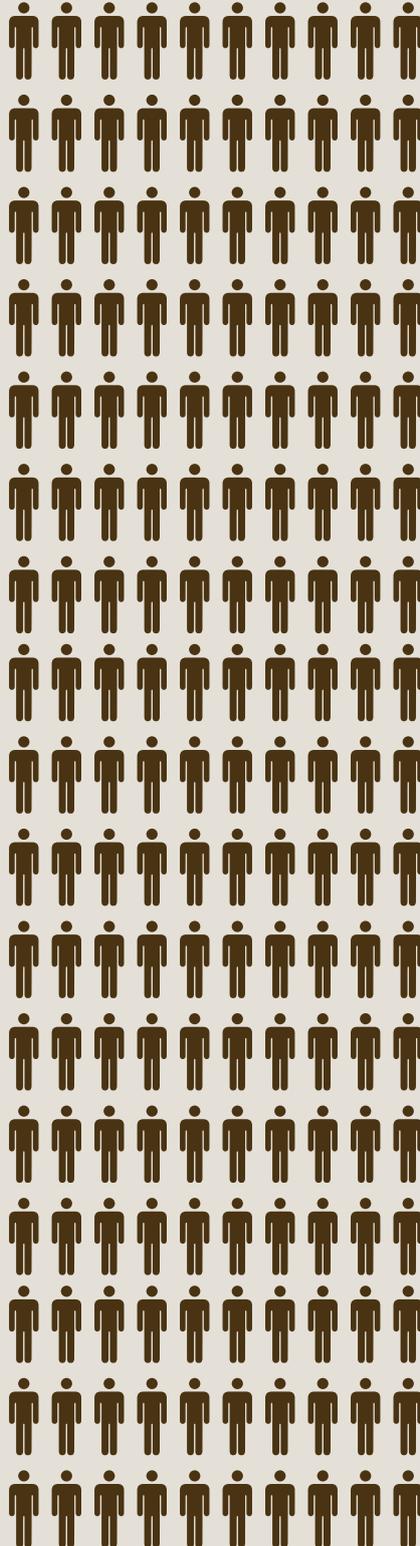
Informal daily teachings



The momentum and revolution took on a life of its own. Inmates were led by Alex Dimba and James Love. And they designed formal and informal programmes to train others, designing and adapting handbooks and course materials and the programmes were installed within the mainstream rehabilitation programmes. Within the education route over 150 completed the courses, exams and gained a certificate of achievement. We were informed that around a 100 inmates have received informal training outside the industry facilities. Many others have been trained informally in the cells and other premises through trainees sharing their knowledge with their fellow inmates.

2017

2
day workshops



170+
participants

Since 2015
97%
of those who have
received the training
have gone on to train
others

More than
1000
1000 people have
directly and indirectly
benefited from this
training

100%
are strongly committed
to train others

Evidence of impact

Quantitative Evidence: Questionnaires using scientifically validated scales with (a) Mindful Leaders' Group March 2016 (n=89), July 2016 (n=60) and 2017 (n=137), (b) Monday-Friday course trainees Oct 2016 (n=41), (c) Wednesday trainee group Oct 2016 (n=141)

Qualitative Evidence: (a) 2015 and 2016 written feedback on training (n=100+), (b) self-report impact assessment forms (Mindful Leaders' July 2016 n=47; Monday-Friday course trainees Oct 2016 n=41; Wed trainee group Oct 2016 n=141) (c) interviews and focus groups run by an external evaluator (n=65), (d) personal stories written and video recorded (n=55), (f) video testimonials (n=30), (g) audio testimonials (n=12), (h) open-ended reflective questionnaire about mindful leadership (n=78) (i) testimonial letters from Officer in Charge, Project Co-ordinators, visitor and APP staff (j) in addition, the embodiment of the training is reflected in inmate illustrations, poems, performed plays (e.g. "From blindfulness to mindfulness") and songs including the Mindful Leaders' Anthem.

The impact of the intervention can be seen at:

An Individual Level

A Group Level

An Institutional Level

And is starting to manifest in Wider Society



An Individual Level



INSIDE THE MINDS OF MINDFUL LEADERS

Presently my feeling of hopelessness and low esteem are diminishing with time. Mindfulness has been a large step and eye opener in my life. Through the five facets of observing, acting with awareness, non judging, non reactive and describing I feel transformed into a new person.

Antony Muga

At an individual level, the Mindfulness PLUS training enables participants to harness understanding, awareness and control over internal conflicts within their minds. Although inmates have little control over the prison environment, such training helps individuals cope with challenging external factors. They are able to find peace within themselves and become metaphorically free from their own “mental prison”.

The most significant indicators of change found have been the participants’ ability to manage emotions well, capacity to forgive and decline in substance abuse.

The change: 84% of participants can now manage their emotions better



The comments:

“I have now learned that failure can be turned as helpful feedback by accepting the past, to build a better future and manage emotions” - Julius Kprotich Kibet, inmate teacher

“I’m able to control and manage my emotions and openly say “I am OKAY!””

PN: 30 (Assessment of training May 2016).

*“I continually try to tame my emotions when I am offended instead of reacting with outbursts of wrath.”
PN:AY29 (Mon-Fri trainees 2016) Evaluation 2016*

The change: 85%⁵ of participants have reduced the amount of drugs and 82% the amount of alcohol that they were that were consuming

The comments:

“I am a member of mindfulness section. I am proud of the project because my minds have really changed from being imprisoned. Because my emotions and thoughts have really changed from drug abuse. I have learned a lot. I have left drugs.” PN:135 (Independent Evaluation Oct 2016)

*“Health wise, I used to in particular do drugs, nowadays I am able to manage myself and not taking those drugs”
PN:NJ20 (Independent Evaluation 2016)*

⁵ Percentages given in the individual and group outcomes originate from the 2017 outcome questionnaire with 137 participants. The drug and alcohol percentages are calculated from the total of 102 and 96 respondents respectively who answered that they have previously been using these substances.

The change: 90% of participants can forgive themselves more often

The comments:

"I am free, I am myself, I accept myself, the way I am and relax..." PN: NA80 (Independent Evaluation 2016)

"I love myself, believe in myself, I also honour myself. I have forgiven myself." – PN:AY29 (Independent Oct 2016)

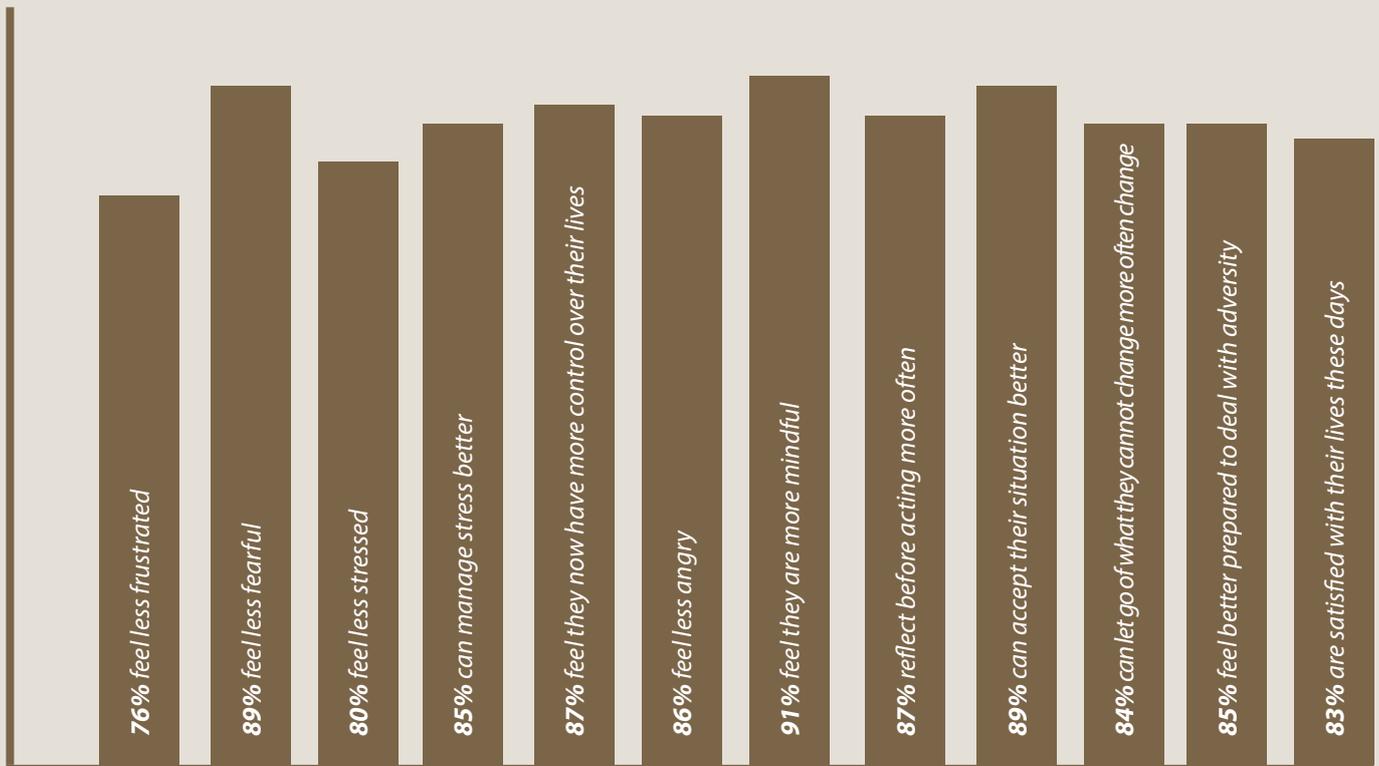
The change: 91% of participants can forgive others more often

The comments:

"Forgive one another and forget." PN: 3 (Assessment of training May 2016)

"It has given me that courage to forgive myself and others and working towards being a mentor and a role model to others." PN: MJ20 (Mon-Fri trainees 2016)

ALSO...



The quantitative data collected at different points in time gives a snapshot picture into the life of the prison and impact of the project. The data illustrate that at both points in time, March and July 2016, those with greater mindfulness also have better mental wellbeing and latterly also stronger resilience⁶.

⁶ March 2016 Mindfulness is significantly correlated with mental wellbeing ($r=.363$ $n=62$, $p<0.01$), July 2016 Mindfulness is significantly correlated with mental wellbeing ($r=.377$ $n=41$, $p<0.05$), resilience ($r=.403$ $n=41$ $p<0.01$)

Group Level

INSIDE THE MINDS OF MINDFUL LEADERS

“I have been able to develop self-confidentiality, self-esteem, self-assertiveness and I am also a person with focus and also sharing ideas together as a group”

PN: IW11 – (Mon-Fri trainees 2016)

“The mindful leader programme has helped me to live a good life. The mindfulness community has helped me control my anger and has helped me to control stress in my prison life. I think the mindfulness community in Naivasha has helped me to know how to live with other people.

PN: SN19-(Mon- Fri trainees 2016)

The Mindfulness PLUS training creating mindful leaders provides the tools to build a cohesive and harmonious community within Naivasha Prison. One means of doing this is by creating a notion of social identity within the programme. This social identity encourages a strong sense of belonging within the Mindfulness group, where there are positive relations between group members, the freedom to be open emotionally and respect for each member as completely unique. This helps create an environment where Mindful Leader members carry forward and expand the mindfulness teachings.

The most significant indicators of change found have been the change in relationships between inmates, a decline in aggressive incidents and conflict and a sense of belonging within the mindful leaders/trainee group.



The change: 84% of participants report a reduced number of aggressive incidents with others

The comments:

“I just like the fact that I am proactive, less reactive, and forgiving unlike before when I was aggressive and pessimistic. This better version is helping me socialise with others as well as healing my inner and outer feelings.” PN: EN25KA (Reflective Questionnaire March 2017)

The change: 89% of participants feel that they belong to the mindful leaders or mindful trainee group

The comments:

“I’ve accepted myself and being a mindful leader I’ve tried to reach my friends here in prison to make them have a positive reflection in their lives.” PN:65 (Independent Evaluation Oct 2016)

“A great change, a mindful leadership. To understand myself and to live with others.” PN: HJ48 (Mon-Fri trainees 2016)

The change: 83% of participants feel less offended in day to day exchanges with others

The comments:

“Now am able to think positively and solve problem amicably without involving the officers.” PN:74 (Independent Evaluation Oct 2016)

The change: 87% of participants are now mentors or role models for others

The comments:

"I taught others how to work on their emotions e.g observe them from a neutral place". PN:5 (Assessment of training May 2016)

"When you wake in the morning, as a leader, for me I have to know I have a responsibility, I am needed, the work itself... you are teaching, you cannot give up, or give in, we are here to help others, and we have to be all the time by their sides..." PN: KA28 (Independent Evaluation 2016)

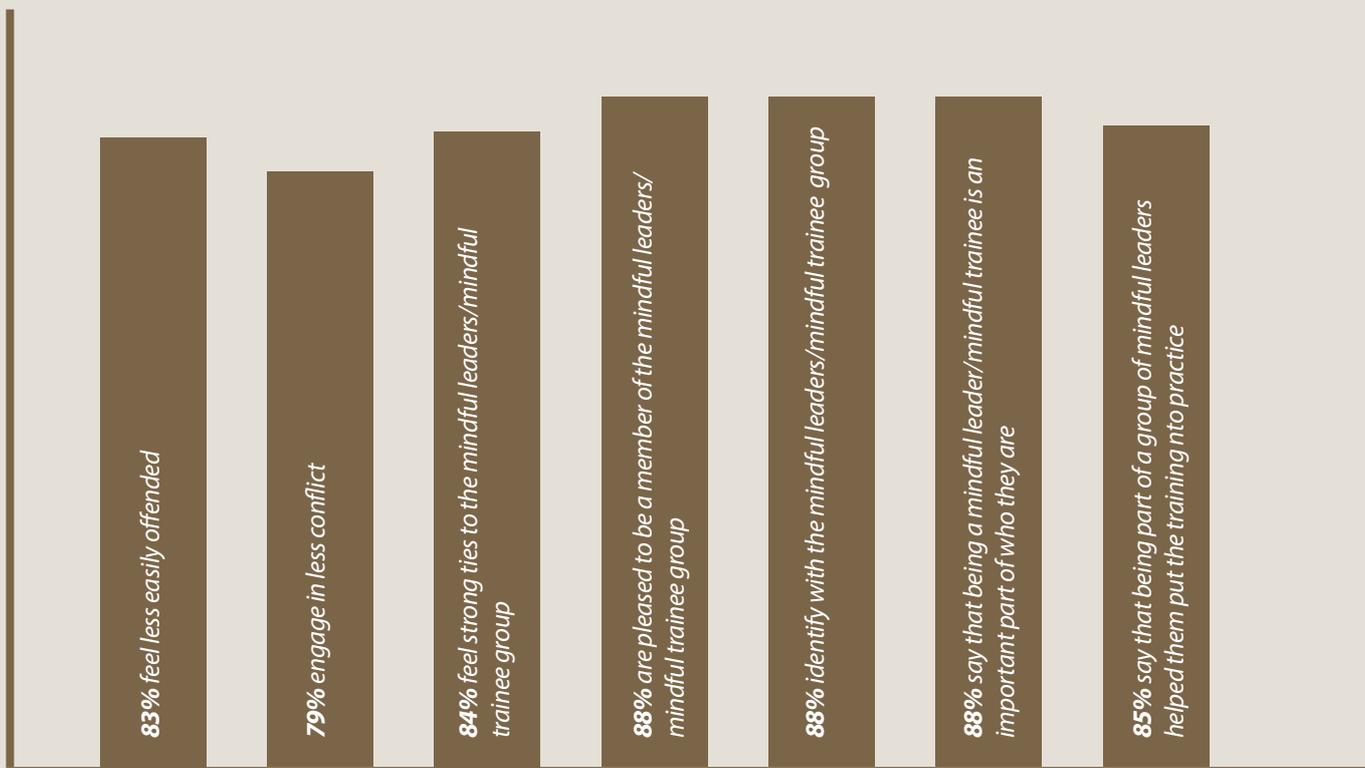
The change: 91% of participants have an improved relationship with their fellow inmates

The comments:

"I have a good and better relationship with my fellow inmates" PN: MD05 (Mon-Fri trainees 2016)

"Relaxed and cool guy, I don't rush to conclusions without meditating well. I feel less angry when am offended by anybody be it a prisoner, family members or prison wardens." PN: AN89BG (Reflective questionnaire March 2017)

ALSO...



The quantitative evidence reveals that a strong sense of identity with being a mindful leader also goes hand in hand with higher mental wellbeing, resilience⁷ and mindfulness⁸.

The outcomes above, individual and group, go hand in hand with having a stronger identity.⁹

⁷March 2016 A mindful identity is significantly correlated with mental wellbeing ($r=.268$ $n=62$, $p<0.05$) and resilience ($r=.293$ $n=63$, $p<0.05$)

⁸July 2016 A mindful identity is significantly correlated with mindfulness ($r=.351$ $n=41$, $p<0.05$)

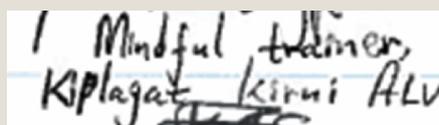
⁹All the outcome measures taken in 2017 are significantly correlated with strength of identity as a mindful leader. See impact section in the inner rehabilitation blog for more details.

Institutional Level

INSIDE THE MINDS OF MINDFUL LEADERS

On June 2016, when I was passing inside the prison yard on the way to school, I met an inmate holding papers written “mindfulness leadership program”. Without hesitating I told him let me look into it. As quickly as possible he gave it to me. I read it and I understood some of them. As soon as possible, I asked him a lot of questions concerning the program, that’s when he told me to think positively in life. I react and liked it. I continued to attend Wednesday learning each and everytime to learn more.

Up to yet, I am seeing this program of mindfulness has changed as many prisoners inside the prison and even staff. I am saying this because some of the staff officers before the start of the mindfulness program, they never argued or laughed as they argue with inmates, but now they laugh and talk as if they are their relatives. The saying or chorus is that “prisoners are people too”. I know this program will continue even as we go outside the world, especially to our families.



I Mindful trainer,
Kiplagat Kirimi ALU

The impact of the Mindfulness PLUS training at an institutional level enables a more efficient and productive functioning of Naivasha prison with for example, more fluid communication, mutual respect and less violence. It demonstrates that the progressive behaviour of the participants is such that it influences the prison as a whole. It suggests that if participants are able to contribute positively to the prison environment. The most significant indicators of change found have been an improved relationship with the prison officers, respect for the rules and regulations and engagement with other rehabilitation programmes.

The change: 79% of participants want to do more inner rehabilitation programmes as a result of being part of the mindful leaders group

The comments:

“I have enrolled in the learning of theological courses and also the guidance and counselling which are To my positive living here in prison and when I will go outside.”
PN: NJ20NA (Reflective Questionnaire March 2017)

“I have learnt to turn adversity into advantage and... maximise utilisation of the opportunity am having here and all the resources” PN: 11 (Assessment of training May 2016)

The change: 86% of participants have an improved relationship with the prison officers

The comments:

“My relationship with the security officers (Warders) warm/ calm. I have positive expectation. I live happy and hopeful life”.
PN:PH21 (Independent Evaluation Oct 2016)

“The relation with prison officers has improved in that I now see them as people who duty is to cater for my well-being since we are friends.” PN: RI26KA (Reflective Questionnaire March 2017)

“For some period before being introduced to mindful teaching I used to dishonour and disrespect the officers but now I have seen the reason to interact with them positively.” PN: HA19MI (Reflective Questionnaire March 2017)

The change: 89% of participants have more respect for rules and regulations

The comments:

"Accept reality, forgive our adversaries and follow the rules and regulations of the prison jurisdiction. As a mindful leader I demonstrate my mindful leader by releasing previous emotions, depressions, oppressions, and adopt new thoughts about myself by being disciplined respectful." PN: RECA12 (Reflective Questionnaire March 2017)

"I don't engage in conflict or exchange of words because obey rules and regulation." PN: EW86MR (Reflective Questionnaire March 2017)



The Mindful Leaders' Logo – As Designed by Mindful Leaders



Mindful Leaders badge for their uniforms

Wider Society

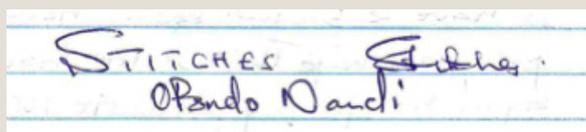


INSIDE THE MINDS OF MINDFUL LEADERS

This training has changed my life and that of my family too at home. Why am I saying this? I have a brother who have two children and a pregnant wife. This brother had a good job and looked after his family well. He lost his job for some reasons and was unable to support his family. He could not cater for the needs at home neither pay school fees for his children, rent was a mess and so on an so forth. In the process, he got confused. Adding confusion to his already confused minds, he started drinking alcohol. He became desperate and started selling house items and spends the money.

The situation worsened whereby he tried to poison his family to end their lives and commit suicide for he had lost hope in life. The intervention of other families and neighbours solved the situation and the children were taken to hospital. So he decided to chase his family away and live all by himself. My Sister paid a visit and narrated the whole story to me. Soon there was a parental visiting whereby the officer in charge arranged prisoners to be visited by their families.

My Sister was forced to come with my Brother. After a very long talk, I introduced him to mindfulness programme. I gave him a photocopy of the hand sheet and portfolios. He stopped drinking and eventually re-united back with his family. So far he has managed to fight stress, to relieve himself from hunger. What he should do when he is ambivalent or uncertainty. I can say that my Brother is a hero because he's a mindful leader. He thanks Inma through her teachings for saving his life. He is now a happy fellow.



Evidence of an impact in wider society demonstrates the powerful and long-lasting effects of the Mindfulness PLUS training. The evidence illustrates the importance of mindfulness in a context beyond the prison walls and the inmates' potential to integrate back into society. It further defines the participants of the programme as Mindful Leaders, agents of change who are able to spread the message and teachings of mindfulness.

One of the latest initiative is a project in which people in the community can visit the prison to learn mindfulness.

The change: 55% of participants have shared some of the teachings with family or others outside the prison¹⁰

The comments:

"Yes, I did. I tried to advice some of fellow inmates and even my family members whenever they visit me especially my sisters, brothers and others" PN: 15 (Assessment of training May 2016)

The change: 64% of participants have improved communication with their families¹¹

The comments:

"Yes, I communicate to my father and mother most often through my brothers when they visit where in the past had hated them but now I know how to deal with emotions." PN: ES19 (Independent Evaluation Oct 2016)

"They had run away from me, no visiting. They hated me for embarrassing them. But after this program they've started paying visits to me." - FA80 (Independent Evaluation Oct 2016)

¹⁰The figures for the wider society impact were taken from a reflective questionnaire of those involved with the training. Of the 78 participants who completed the questionnaire not all have access to contact with family or others outside of prison.

¹¹Of the 78 participants, not all had been able to have any communication or had any family.

The change: 91% of participants are interested in teaching mindfulness to others outside the prison
47% gave a detailed plan of who they would target with their teaching and how

The comments:

"I would love teaching the concept course in self-awareness because I feel and know many come/go to prisons because of semi-literacy levels and they don't know who they are to manage their lives well." PN: BE16NA (Independent Evaluation Oct 2016)

"Given a chance, I would like to do it when I am released and visit churches, schools, prisons as well as youth camps and tell them of mindful leadership programme from Exeter University." PN: VE01 (Independent Evaluation Oct 2016)



**One of the initiatives that will impact wider society:
Kenyan youth anti crime initiative**

Sustainability of the Project

How Is the Project Evolving Within Naivasha?

Since Dr Adarves-Yorno's 2016 visit, Mindfulness PLUS training creating Mindful Leaders has been incorporated into the prison's formal education programme, with the support of the Officer in Charge. A full time course runs from Monday-Friday and there is also a shorter Wednesday afternoon course. Since March 2017 the informal teaching within the industrial rehabilitation programme is being given formal physical space to evolve a more structured teaching programme. All are taught by inmates who participated in Dr Adarves-Yorno's training workshops or who have been trained by those who did.

The inmates have met regularly and continue the development of materials. In addition to the course on mindfulness, there is:

- ✓ **A Self-Discovery and Mindfulness Handbook adjusted by inmates and also translated into Kiswahili**
- ✓ **A Mindful Leadership Development Portfolio translated into Kiswahili**
- ✓ **An exam designed by Mindful Leaders themselves**
- ✓ **A Mindful Leaders Anthem (see lyrics in Appendix 1)**
- ✓ **A Mindfulness Generation rap**
- ✓ **Mindfulness Poems**
- ✓ **A Play "From Blindfulness to Mindfulness"**
- ✓ **Embedding of the mindfulness principles in the practices of their Christian Church**
- ✓ **Mindful awareness days and activities for inmates and will be for people outside the prison**
- ✓ **A Mindful Leaders identification badge**
- ✓ **Mindful tournaments**
- ✓ **Mindful drama & straight talk club**
- ✓ **Mindful debate club**



Animal illustrations with mindful quote done by an inmate

Mindfulness Beyond Naivasha

The mindfulness revolution shows great potential to expand further across the Kenyan Prison Service (KPS) and beyond. As well as being implemented within Naivasha Prison, Mindfulness PLUS training has also been introduced to a number of other prisons and institutions in Kenya.



Welfare Officers have been trained and are now taking the training to other institutions (see list below)

Kodiaga
100 + participants

Naivasha
200 + participants

Langata
432 participants
(Both staff and inmates)

The training is also being implemented in...

- ✓ KPS Headquarters
- ✓ Nairobi Medium
- ✓ Nairobi Remand
- ✓ Kamae Girls BI Youth Centre
- ✓ Kodiaga
- ✓ Kitale
- ✓ Kamiti Maximum Security
- ✓ Kamiti Medium
- ✓ Kamiti Boys Youth Centre
- ✓ Machakos Main and Women
- ✓ Thika Main and Women
- ✓ Kiambu
- ✓ Nairobi West
- ✓ Athi River
- ✓ Ruiru
- ✓ Langata Women

THE REVOLUTION CONTINUES...

Appendix 1 Mindful Leaders Anthem

We are the Mindful Leaders
We know a Mindful leader is Awake, Alert and Attentive
Do you notice your emotions?
Do you know why you behave like that?
Are you aware of how you feel?
Pay attention to your soul and everything,
This is an anthem for mindfulness
To help you live life out of stress
To help you connect with your inner self
We suffer because of the choices we make
Emotions are our hidden masters
They drive the way we relate with others
You gotta know how to manage anger
You will live a straight life, you will never stagger
The world is full of emotions,
Sadness, anger, hostility, frustrations,
This brings negative notions,
Please tell me the solution.
Personal development brings self-awareness,
Dr Inma talks of mindfulness,
Both used to fight ambivalence,
The emotions now turn to happiness.
My feeling is now unique
Since I know some emotions techniques,
Such as mindful screaming,
Yoga laughter and mindful cleansing
I now want to use this experience
To teach my fellows about resilience
In order for positive character to influence
And all negative thoughts to silence.

