

# resilience



Invaluable to anyone experiencing stress, change and adversity, which is all of us



Full day course.

Half-day workshop sessions marked with



Run at your offices or in a virtual classroom

**People at all levels of our organisations are experiencing stress in epidemic proportions. For our wellbeing and the health and performance of our organisations it is critical that we build resilience.**

This resilience training program builds the emotional intelligence to deal with stress, sadness, anger or all the other emotions that impact our sense of wellbeing. Participants' will learn resilience skills to bounce back from stress: to recover, build and grow from difficulties.

## goals

- discover what resilience means in the work environment
- identify situations that cause the greatest pressure and when resilience is needed
- appreciate how emotional intelligence boosts resilience and how we can build our resilience-EQ
- deal better with situations and actions that cannot be changed
- understand how we can influence what we do by changing thinking
- take steps to improve physical and mental well-being
- develop the agility to deal with change.

# train

**Strength does not come from winning. Your struggles develop your strengths. When you go through hardships and decide not to surrender, that is strength – Arnold Schwarzenegger**

## workshop info

Our facilitator will adapt the content and workshop style to the needs of the group. The following is a one-day program outline, which we can cut to a half-day workshop. Topics for half-day option denoted by  $\frac{1}{2}$ . We are happy to tailor topics – please discuss with us.

### introduction and workshop overview

Participants will understand the objectives of the course.

### the what and the why $\frac{1}{2}$

The group will firstly discuss what their ideas of resilience are and through this they will learn what resilience is not. They will conclude how building resilience can help them tackle workplace challenges such as stress, competition, frustration and fatigue.

### how resilient am I? $\frac{1}{2}$

Participants will take part in an exercise to measure their own resilience and their appetite for dealing with difficult situations. This provides self-awareness and boosts their level of confidence and positivity.

### recipe for resilience $\frac{1}{2}$

The group will look at the factors or ingredients which boost resilience. Building emotional intelligence is an important ingredient to resilience and the group will review the EQ elements that contribute to building their ability to manage change and stresses.

### rethinking and reframing $\frac{1}{2}$

One of the useful strategies in building resilience is learning how to rethink a situation with a positive spin or calling on positive emotions. Reframing the situation gives the viewer back control. Here is where the participants will first look at the *circle of influence*.

### building change agility

A common stress trigger in the workplace is change. Change is inevitable and we will need to accept that things will only change faster. Participants will discover how they can make themselves more change-agile by building skills that help them succeed in changed environments.

### finding zen

Part of building resilience is finding ways of escaping negative thoughts and stress. The group will learn how even a short respite can refresh their outlook and attitude. Different people have different ways of coping so the group will look at various options that they can draw on.

### reaching out

When managing a team, you may be asked to help prioritise tasks with team members. Participants will discuss different ways to approach helping, so they empower their team members to find their own solutions when they can.

### action plan $\frac{1}{2}$

Compiling a personal action plan will be a key take-away from this resilience training course. These actions can include workplace activities as well as personal activities since the skills learned extend beyond the work environment.



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