



Building Personal Resilience

A learning process for all levels

Learning overview and aims:

This practical process will provide the participants with an understanding of the concept of resilience and why it is important in stress management. They will increase their self-awareness of the resources they have and use when being resilient and identify gaps where they could acquire additional tools. They will have both a broader and deeper range of skills to use to help them respond reliably when pressure builds and can lead to stress problems.

Whether as managers, team members or within their own personal lives, the participants will be able to handle stressful situations more competently and provide a good role model for others around them.

The learning process has 4 main steps, with an optional one offering additional support.

1. An initial individual discussion to help to clarify outcomes, identify applications and deal with any queries or concerns
2. A questionnaire will be completed to guide the participant to the areas where they can gain the most
3. The interactive, practical workshop with inputs, discussions, activities and practical, easy-to-use models
4. Peers will provide ongoing support, co-coaching and sharing of information to reinforce learning aims and action plans and to sustain change
5. The option of having e-mail and telephone coaching and support from a facilitator to provide further reinforcement of learning

Workshop objectives:

By the end of the workshop the participants will:

- Understand what resilience is and why it is a core competency for stress management
- Have assessed their current level of competence in the essential elements of resilience and identified specific areas to develop
- Recognise what situations or factors undermine or weaken their resilience
- Have ensured that their values and beliefs are aligned with the appropriate attitudes and behaviours in order to respond resiliently
- Understand the importance of looking after their well-being on a consistent basis and being a role model for others
- Look at problems or “difficult” situations in different ways to encourage more resilient responses
- Value the importance of having a network that will provide the necessary support & challenge needed during tough times
- Operate in a more confident, focused, adaptable and energetic manner
- Have generated and operate with their own model of leading & managing which is authentic and provides a clear focus for themselves and others
- Have a practical plan of action that will be reinforced after the workshop

Who should attend?

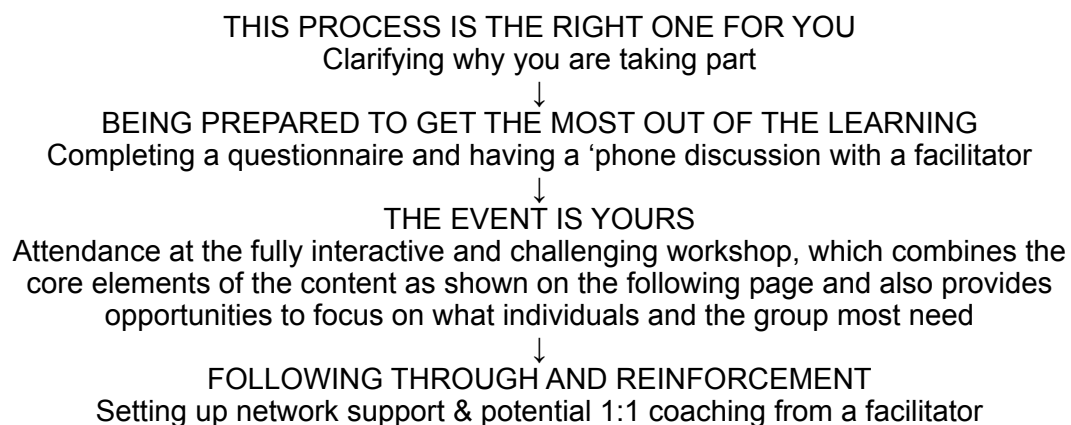


This process is relevant for personnel at all levels within the organisation. Anyone who has to deal with high-pressure work situations, whether on an ongoing basis or in specific peaks – and yet maintain a level of consistent, quality work output will find this beneficial. It will help the individuals who take part and enable them to be a good example for others around them.

Methodology:

STYLE & APPROACH

To benefit from this process, the participants must feel involved and committed. To ensure this, there are 4 phases which ensure that those involved learn what they need and have the means to sustain their learning;



All of the facilitators involved have considerable experience within business, are executive coaches and additionally bring pressure management & complementary health skills & knowledge.



Workshop content:

What is personal resilience?

What resilience means
What resilience includes
What resilience is not!
The 3 C's of a resilient person

Why is personal resilience important?

Is it a "nice to have" or a "must have"?
Why it is an essential competency for all
The benefits of building personal resilience for all parties

How resilient are you?

Reviewing your own scores
Where are your strengths?
Where are the areas to develop?
Exercise – implications? Actions?

The resilience reservoir

What it means
What drains your energy?
What can you do to build, and retain, your reserves for a longer time?
Exercise

Taking more control of me

Alignment model
Exercise, to identify your own alignment
Implications?
Find your own power in this!

The impact of beliefs and values on your personal resilience

Limiting and empowering beliefs
Changing beliefs – and keeping the change (a practical exercise)
Identifying your own values
Where are the conflicts?
What are the implications of any conflicts?
How to reduce the conflicts

Positive states

The power of state and self-talk
What messages do you give yourself?
Positive anchors
Exercise, to create anchors for yourself

Take more control of your life through your thinking

Identify your own responses and thought patterns
Exercise
What you can change – perception is not the truth!
Creating more positive thoughts and images
Exercise

Creating your own network

What is your current network?



Exercise

What do you need from your network?

Where can you find these resources?

Where can you develop mutual gains?

What would high support and challenge mean for you?

Exercise

My own management and leadership model

What models do you know?

How would your current style look as a model?

A model to reinforce your strengths and meet your values

Exercise

Wellbeing as a key part of your personal resilience

What does wellbeing mean for you?

How do you add pressure to yourself and others?

Exercise

Where could you take better care of yourself on a daily basis?

How can you do this?

Exercise

Personal action planning, agreeing support and considering how I can use my network