

Developing Resilience in the Workplace



Who is the workshop aimed at?

This workshop is aimed at anyone who has to cope in a high-pressure environment or who wants to lead themselves and others through change and uncertainty.

What is Resilience?

Resilience is the ability to cope when times get tough and to recover from change and adversity. Each of us is born with a renewable capability for resilience – the built-in capacity to heal, regenerate and grow – how well we utilise this depends on many things; the number and types of demands on us, our attitudes and beliefs about the world and the skills we have learnt and mastered for dealing with our environment.

What is the workshop like?

Our one-day 'Building a Resilient workforce' workshop is unlike any management or leadership course you have been on before. The course is both participative and reflective and uses innovative and creative techniques to enable participants to explore the topic of Stress and Resilience in both safe and challenging ways. The techniques learnt on the course can be immediately applied professionally and personally.

How does the training work?

The training takes place over one day. Each participant has the opportunity to explore their current issues and challenges through a pre-workshop questionnaire and workshop sessions, and to develop new techniques to overcome these.

Attendees learn a huge amount from each other as well as from the trainers.

Participants may be asked to complete the DASS 21 questionnaire and the personality type questionnaire before attending the workshop; they will be up for discussion and explanation as the workshop progresses. During the workshop participants will develop their stress management action plan, a thinking skills audit and a locus of control questionnaire.

Some areas will be explored through use of video supplied by HSE.Gov.UK

Follow-up coaching sessions are offered to encourage them to continue with the new techniques they have learnt on the course.

What are the topics covered?

The workshop covers:

- Exploration of what Stress and Resilience is and is not through words and imagery
- Stressors and current ways of coping using the Multimodal-transactional model of stress, coping and performance
- Developing a stress free relationship with our self through examining thinking errors
- Understanding personality types and locus of control
- Maintaining a resilient self
- Increasing our resilience level
- Taking care of our self
- Focusing and taking action on what is important
- Using our inner coach
- Choosing our reaction to things
- Key learning and action planning

What will participants learn?

After attending the workshop participants will;

- Understand that resilient attitudes and habits can be learned and know that they are proven to enhance performance, leadership and well-being at work
- Become more self reliant and balanced increasing their leadership presence and gravitas
- Improve their ability to understand and solve problems creatively and remain more optimistic under pressure
- Increase their adaptability, flexibility and confidence and acquire a stronger sense of being grounded and in control when faced with uncertainty
- Maintain performance and stamina during periods of high demand and be able to think more clearly and logically under pressure
- Stay more motivated and focused and help maintain morale in others
- Change previous responses to pressure to more effective resilient ones