



Thrive

Change + Resilience
in the Workplace.

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Training | Leadership Coaching | Speaking

The Resilience Advantage for Leaders, Managers and Staff

Increase Your Ability to Adapt and Cope with Change

Workshop Overview

This workshop will help you to successfully deal with change in the workplace. Continuous change and transition in the workplace can be stressful and challenging for both individuals and organizations. When an individual is experiencing high levels of change, their capacity to adapt and cope can be compromised. Leaders, managers and staff alike can benefit from having the resilience advantage - the ability to absorb high levels of disruptive change while remaining productive. Resilience can be learned and strengthened to ensure that people and organizations are able to succeed and thrive during times of change.

The Resilience Advantage workshop is a one-day course that explains why change can be challenging and introduces five characteristics of resilient individuals. Participants will receive feedback on their own strengths and areas for development, practice applying each characteristic in highly engaging individual and group activities, and build an action plan for strengthening one of the characteristics. It goes beyond teaching people how to merely “survive” or “cope with” disruptions and high levels of change in the workplace—instead, it focuses on learning the skills required to succeed in a dynamic and ever-changing work environment.

Learning Objectives

During this training workshop, participants will:

- Learn why resilience is important and why change can be stressful
- Understand the relationship between personal resilience and meeting the relevant demands in your work and life
- Identify the signs and symptoms of change overwhelm

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- Discover the five characteristics of personal resilience and how they help a person successfully adapt and cope during times of change
- Explore these resiliency characteristics and how they can help conserve and liberate your energy, practice using them in a series of fun, energizing exercises
- Receive individual feedback using the Personal Resilience® Profile (this 15-20 minute assessment is completed online, in advance of the course)
- Develop concrete action steps for gaining the resilience advantage to ensure performance, engagement and well-being during times of change and transition
- Review success strategies for dealing with change at both the individual and organizational levels

“The pessimist sees difficulty in every opportunity. The optimist sees the opportunity in every difficulty.” Winston Churchill

Collaborative Instructional Strategies

This is a highly interactive training workshop where content sharing, group discussions, individual assessment using the Personal Resilience Profile®, interactive and engaging exercises, personal reflection and mutual support all combine for a dynamic and collaborative learning experience.

The resilience model used in the course was developed by Conner Partners, thought leaders in organizational change for over thirty years, and is based on a solid research foundation. The Personal Resilience Profile Questionnaire, which is completed as pre-work and used to provide feedback in the course, has been applied with over 50,000 individuals in a wide range of industries, job types and locations.

“I would rather have a mind opened by wonder than one closed by belief.” Gerry Spence

Audience

The Resilience Advantage workshop is for:

- Front-line staff, employee groups and teams
- Lower-to-mid level managers
- Supervisors, leaders and others who play a role in change management

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Workshop Outline

The Challenges of Change: *Why is resilience important?*

- Change and Transition
- Change and Control
- Emotional Reactions to Change
- Change Overload and Burnout
- Opportunity in Change

Introduction to the Resilience Advantage: *How can you increase your resilience?*

- Defining Resilience
- Strengths Perspective
- Characteristics of Resilient People
- Interpersonal Resilience Factors
- Your Personal Resilience Profile

5 Pathways to the Resilience Advantage: *What is possible?*

- Positive
- Focused
- Flexible
- Organized
- Proactive

Action Planning: *Where to go from here?*

- Developing the Resilience Advantage
- Inspired Action Planning
- Crossing the Commitment Line

“Resilience enables individuals and organizations to perform more effectively and achieve more of their goals.” Linda Hoopes

For more information about this workshop for your organization, please contact:

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