

A close-up photograph of a vibrant green leaf, likely from a grass or similar plant, covered in numerous clear water droplets. The droplets are of various sizes and are scattered across the surface of the leaf, which shows distinct parallel veins. The background is a soft, out-of-focus green, suggesting a natural outdoor setting. The overall image conveys a sense of freshness and vitality.

in equilibrium

Call us free: 0800 622 6932

In-house training course details

Developing Resilience in Managers

Introduction

Resilience is the ability to recover quickly from setbacks and adversity. Resilient people stay committed and increase their efforts when the going gets tough. It used to be thought that people were born with resilient attributes, we now know that anyone can improve their resilience through effective training and development.

This course introduces managers to practical tools and techniques that will increase their confidence in their ability to bounce back from the many pressures and adversities they encounter in today's workplace. They are reminded that a key aspect of being resilient is accepting that change always creates opportunities as well as problems to be solved.

Key Benefits of the Course

- Understand that resilient attitudes and habits can be learned and know that they are proven to enhance performance, leadership and well-being at work
- Improve the ability to understand and solve problems creatively and remain optimistic under pressure
- Regard setbacks and change as challenges that will offer opportunities and help managers to bounce back from adversity quicker
- Increase adaptability, flexibility and confidence and acquire a stronger sense of being in control when faced with uncertainty
- Build strong supportive relationships with colleagues and their teams and know when and where to ask for help when it is needed
- Raised awareness of tools and techniques for improving optimism, emotional regulation, impulse control; empathy, reaching out and problem solving
- Maintain performance and stamina during periods of high demand and be able to think clearly and logically under pressure
- Stay motivated and focused using resilience strategies and help maintain morale in others
- Change previous responses to pressure to more effective resilient ones

Course Content:

Context - Surviving or thriving?

How resilient managers cope more effectively with change and prosper under adverse conditions

Know your Resilience Quotient

Viewing change as manageable process

Regulating Emotions

Identifying what you are thinking and feeling and how it affects you

Viewing life as challenging but opportunity filled

Resilient attitudes - Commitment, Control and Challenge

Engaging in effective relationships

Developing supportive interactions with colleagues

Engage more effectively in work relationships

Giving and receiving assistance and encouragement

Solving Problems

Investing energy in problem solving

How to re-establish perspectives after significant disruption

Learning from past experiences

Individual tools and techniques for strengthening resilience

Practical tools for strengthening personal resilience e.g.

- Adapting to circumstances with flexibility
- Breaking through personal barriers

Leading others resiliently

Management techniques for helping your team bounce back e.g.

- Being a flexible manager
- Supporting the well-being of others

Evaluating your results

Create a resilience development plan

Using sources of feedback that deepen resilience

The challenges of changing to new ways

Testimonial

"The consistently high feedback and quality of both the trainers and content of courses provided by In-Equilibrium has spread by word of mouth and made my job easy!

For those who attended they return armed with real and practical tools which have enabled them to become more resilient as people and managers and make a real difference to those who work with and for them."

Babergh District Council

Jo Knight, HR Officer

CD Content:

The Resilience Resources CD includes masters of many of the tools and exercises introduced to delegates during the training course. If delegates want to improve one or more of their resilience skills they will find that at least one of the below exercises will help them to do so.

- Taking 'Control' of your Life
- Assertiveness
- The CUSP™ Framework
- Challenging Negative Thoughts
- Social Support
- The Rosy Glow Exercise
- Simple Relaxation Exercises
- The HSE Stress Management Competency Tool
- Balance your Brain to Solve Problems
- Breathing Exercises
- Meditation
- The Importance of Good Quality Sleep

Course Details

Duration: 1 day

Optimum number of delegates: 12

For more information, contact:

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