

Open training course details
London: 7th July 2009

Venue:
Aeonian Training Centre
Shropshire House, 2nd Floor
2-10 Capper Street, London
WC1E 6JA

Developing Resilience in Managers

in equilibrium

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Developing Resilience in Managers

A 1-day open training course for managers

Overview

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 and 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 knowing 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

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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 a 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 experience

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

Duration: 09.30 - 17.00

Price: £195 + Vat per delegate



Feedback

"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."

*Jo Knight, HR Officer,
Babergh District Council*

Please see over for the booking form

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Booking Form

Please post the completed form to In Equilibrium, Albany Business Centre, Gardeners Street, Dunfermline KY12 0RN or scan completed form and email to bookings@in-equilibrium.co.uk or call us on 01383 622 002 with the following details:

Organisation _____
Address _____
Postcode _____
Telephone _____
Email _____

Delegate name _____
Job Title _____
Email _____
Delegate Name _____
Job Title _____
Email _____
Delegate name _____
Job Title _____
Email _____

Venues and dates:

07/07/09 **London**, Aeonian Training Centre, 2-10 Capper Street, London, WC1E 6JA

Price

Please note: **Payment required on booking**

£195 plus Vat per delegate

_____ delegates @ £224.25 (Vat included)

Total due = £ _____ Please enclose a cheque made payable to Equilibrium Associates Limited for the total amount or call us on 01383 622 002 with credit card details.