

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 clear vein patterns. The background is a soft, out-of-focus green, suggesting a natural outdoor setting.

*in* equilibrium

Call us free: 0800 622 6932

In-house training course details

Resilient Leadership

## 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.

Having developed and refined this course over the last 3 years it is now the most popular management course we provide.

In our experience, this course is most appropriate for organisations going through a period of change or an increase in demands and pressure. Management teams have enthusiastically embraced this approach and because of the proactive nature of the training it has also received full support from senior levels.

This is a highly interactive and practical course that starts by raising the participant's awareness of the resilient skills they already possess. The main purpose of the course is to understand how they can expand and incorporate these and other resiliency skills into their everyday management roles.

## Key benefits for managers attending the course:

- Understand that resilient attitudes and habits are skills that can be learned
- 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
- An understanding of the importance of self-care during periods of high demands and pressure
- Increased flexibility with a stronger sense of being in control when faced with uncertainty
- Build strong supportive relationships with colleagues and their own teams
- Raise awareness of tools and exercises for improving each of the 7 resilience skills
- Maintain performance and stamina and be able to think clearly and logically under pressure
- Ability to stay motivated and focused while using resilience strategies to maintain morale in others

## Course Content

### How resilience, stress and pressure relate to each other

- Resilience v Resistance
- Internal and external loci of control
- The importance of personal boundaries

### Assessing individual resilience strengths and weaknesses

- Completing the resilience quotient questionnaire
- Reviewing the 7 basic resilience skills
- The importance of resilience for managers and their teams

### The 7 basic resilience skills

- Realistic Optimism
- Emotional Awareness and Regulation
- Empathy
- Problem Solving
- Self Efficacy
- Impulse Control
- Reaching Out (relationship building)

### Developing team resilience

- Pressure Profiling Tool
- Applying the 7 resilient skills to your team
- How to use the CUSP™ management framework
- Management techniques for strengthening resilience in others
- 7 Steps to help managers to manage change effectively

### Building a resilience development plan

- Personal reflection and resilience action planning
- What have we learned today?
- Identifying priority actions

### Review the online resilience resources and how to access them.

#### 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

## Online Resilience Resources

The Resilience Resources include 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 Feelgood Factor 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

## Optional Follow-up Training

If required this training course can be followed up at a later date with short feedback sessions. This allows managers the opportunity to share their experiences in using the tools provided and also to assess the increase in their resiliency skills.

## Course Customisation

If the Resilient Leadership training course is of interest to you we would be happy to discuss your particular requirements with a view to running a modified or customised version to meet your specific needs.

### Course Details

Duration: 1 day

Optimum number of delegates: 12

For more information contact:

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