

# Resilience training



**Mental health costs UK employers an estimated £26 billion each year\*. Developing your employees' personal resilience could significantly reduce the impact of mental health on your workforce and improve business performance.**

**Resilient employees cope better with adversity and are more likely to continue performing well when faced with challenges, as well as being better able to maintain their mental wellbeing.**

- Would your organisation benefit from a more resilient workforce?
- Is your organisation supporting employee mental wellbeing?
- Do your employees know how to maximise their personal resilience in order to work to their full potential in the workplace?
- Do your managers, team leaders and supervisors know how to create resilient teams?

## For all employees

**Suitable for:** Anyone who wants or needs to improve their personal resilience

**Group size:** 12 participants per workshop   **Length:** Four hours including breaks

This half day workshop provides a safe and open environment to discuss personal resilience. We explore different factors influencing resilience and ask delegates to reflect on how these affect them individually. We also consider the relationship between stress, wellbeing and performance, as well as the drivers for resilience and the attributes of a resilient person.

This workshop provides delegates with the opportunity to create an individual plan for building and maintaining their own personal resilience. A range of tools, strategies and techniques are explored and practised so delegates are fully equipped to use this following the training at work and in their personal lives.

All delegates will receive a comprehensive workbook and certificate of attendance (if required).

## For management groups

**Suitable for:** Managers, supervisors and team leaders who wish to improve their personal resilience and build resilient teams

**Group size:** 12 participants per workshop   **Length:** Four hours including breaks

In addition to the content above about developing personal resilience, we can add in a 'creating a resilient team' module.

This focuses on the manager's role in building resilience and supporting wellbeing.

## Key objectives for the training

- ◎ Being able to define resilience in their own words and understand why it is important
- ◎ Recognising the relationship between pressure and stress as well as their own physical, emotional, behavioural and cognitive symptoms of stress
- ◎ Learning the key ingredients for resilience
- ◎ Determining areas for development in their own personal resilience
- ◎ Challenging negative thinking patterns
- ◎ Identifying their social support network and where support may need strengthening
- ◎ Pinpointing key lifestyle factors which impact on their natural level of resilience.

## Workshop content overview

- ◎ **Links between pressure, stress, performance, wellbeing and resilience**
  - helping delegates to understand the relevance of resilience and how it can affect wellbeing and performance.
- ◎ **Factors that drive wellbeing at work**
  - looking at those aspects of delegates' work which impact their wellbeing (both positively and negatively). Examples include work demands and levels of control etc. and how resilience can improve their experience in dealing with these.
- ◎ **Strengths and development areas for delegates' own resilience**
  - they will get the opportunity to explore their own natural resilience. This is based on a completed personality assessment and identifying specific strengths inherent in their natural style, as well as potential development areas.

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- ◎ **Tools, techniques and tips for building and maintaining resilience**
  - delegates will learn some evidence based techniques and approaches for building resilience and managing pressure effectively.
- ◎ **Building resilient teams (for management groups only)**
  - a session on the manager's role in building resilience and supporting wellbeing.

## Design and methodology

The workshop has been developed by qualified training designers in line with the Training Accreditation Programme methodology.

This is an industry-recognised standard with the aim of ensuring all training activity is structured effectively and learning is embedded.

Training is learner-centred and skills-based with the emphasis on engaging learners in the experience. Clear objectives are set and measured through discussion and individual activities.

The modular structure allows delegates to build an individual action plan relevant to their own situation.

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