

Resilience for Individuals Program

Thriving in the New Normal – A Roadmap to Sustained and Adaptable Resilience

Who does this help?

- Individuals or teams who need to plan for sustained wellbeing and performance
- Individuals or teams struggling to maintain engagement and productivity in the context of COVID-19 and associated organisational and personal change
- Those finding themselves distracted or less motivated and where usually effective coping strategies are no longer working
- Individuals who are supporting peers or employees through ongoing challenge and change

How does it work?

Experienced and registered experts in workplace behaviour and change, T&G Psychologists lead this program. A facilitated, online group workshop webinar session that is run within organisations, or where permitted by the employer, this program may be conducted for a range of individuals from different organisations. The state of uncertainty employees are exposed to currently offers an opportunity to learn to respond, recover and thrive in new and more sustainable ways. The Resilience for Individuals program delivers through the following method:

- T&G Psychologists step participants through the 7 components of the Resilience at Work, evidence-based Psychological framework, using contextually relevant, practical examples
- Helping to build personal coping strategies, while addressing reactions to change
- Providing advice on the best structure and routines to reflect on personal resilience and adapt the strategies that have worked for people in the past to a changing context
- This 1-hour webinar provides a framework to help individuals and leaders identify practical strategies to maximise their own coping, to help them adapt, manage pressure and anxiety, as well as bolster productivity
- Optional add on: complete the R@W Individual resilience assessment prior to the workshop to gain objective insight into current resilience habits

Outcomes:

- Participants learn a practical framework to define and measure their own sense of resilience
- A greater ability to think in a structured way about resilience at work
- Build a tailored, individual roadmap for maximising personal resilience.
- Leaders are assisted in ensuring direct reports build resilience insight and skill
- Advice for participants to 'bounce forward' and regain momentum
- Creates better ability and a framework for participants to self-check their own resilience in an ongoing way, and this can be used peer-to-peer, manager to direct report or within coaching relationships as well

Investment:

- 1-Hour Webinar/Workshop - \$200+GST per person (max 8 per group)
- For participants seeking R@W resilience profile, assessment is \$200+GST per person, which includes a brief feedback session

Note: During April, May and June 2020 this service attracts a 20% discount

Resilience for Leaders Program

Thriving in the New Normal – A Roadmap to Sustained and Adaptable Resilience

Who does this help?

- Leaders who must plan for and support sustained team wellbeing and performance
- Leaders struggling to maintain engagement and productivity of their teams in the context of COVID-19 and associated organisational and personal change
- Those with teams struggling to adjust to remote working, to find purpose in redefined goals or work patterns, experiencing increased tension rather than mutual support
- Leaders who are supporting their Team Leaders through ongoing challenge and change

How does it work?

Experienced and registered experts in workplace behaviour and change, T&G Psychologists lead this program. A facilitated, online group workshop webinar session that is run within organisations, this program may be conducted for a range of individuals from different divisions, or within a function. The state of uncertainty Leaders are exposed to currently offers an opportunity to learn to respond, recover and to help teams thrive in new and more sustainable ways. The Resilience for Leaders program delivers through the following method:

- Supporting leaders to advise and support teams is far harder in highly volatile and uncertain times. Amid this ambiguity, practical ways to think and act are invaluable and this 1.5 hour session provides clarity of focus and direction for leaders during COVID-19
- T&G Psychologists step leaders through the components of the evidence based Individual and Team resilience frameworks, using practical examples relevant to the current context
- Leaders build personal coping strategies, helping them role model positive coping behaviours
- We help leaders understand what their teams need in order to be resilient, supporting them to build a tailored strategy to impact their team's engagement, productivity and coping
- For familiar clients, specific guidance and advice can be offered based on T&G's understanding of and insight into the business context and organisational environment
- Optional add on: complete the R@W Individual resilience assessment prior to the workshop to gain objective insight into the Leader's current resilience habits

Outcomes:

- Participants learn a practical framework to define and measure their own sense of resilience
- Leaders gain an understanding of the power of 'emotion contagion' and how it can derail or energise the team
- A clear sense of what, based on strong research, is necessary to lead strong teams right now
- Advice on common challenges in building the resilience of the leader and the team
- Understand why a group of resilient individuals doesn't make a resilient team
- A greater ability to think in a structured way about resilience at work
- Leaders are assisted in ensuring direct reports build resilience insight and skill
- A better ability and framework for participants to self-check their own ongoing resilience

Investment:

- 1.5 Hour Webinar/Workshop - \$300+GST per person (max 8 per group)
- For participants seeking R@W resilience profile, assessment is \$200+GST per person, which includes a brief feedback session

Note: During April, May and June 2020 this service attracts a 20% discount