

Personal Resilience workshop

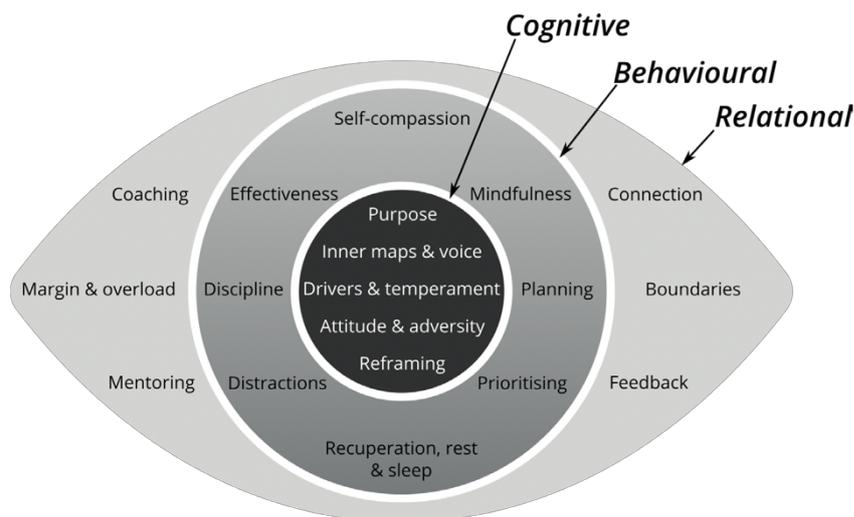
What's it all about?

Nearly all organisations today run some kind of well-being or wellness programme. There is, apparently, an epidemic of wellbeing problems in the workplace today. But are we working on the right thing? Are our wellness programmes actually treating the symptoms rather than looking to cure the problem? (Which is, at some level, about reduced resilience of the people within our organisations.)

A paper published in 2012 (Warner and April - "Building personal resilience at work") describes resilience as: "... (a) developed characteristic for dealing with negative and positive changes in life, accessible to all people on a daily basis, which distinguishes survivors/adaptors from those who give in to life's struggles (often resulting in pathological and, normally negative, life-adjusting effects)...".

While this is a challenging statement when our resilience is low, it incorporates the adaptive 'bounce-back' characteristic that people most commonly point to when asked what resilience is, while also including the ability to emerge stronger from times of trial. Challenging or not, it contains the good news that resilience can be developed.

This means having access to tools and techniques to prepare for and handle both negative and positive experiences. There is a clear difference between what lies outside us that affect our resilience and what lies within us, and we can group these into three factors, as shown in the integrated resilience model below.



This 1-day workshop provides development of areas specific to build personal resilience. The skills developed are applicable to staff at all levels and in all roles.

Outline

On this 1 day programme, areas covered include:

- Clarity of purpose and its importance in our resilience
- Using time effectively
- Benefits and variants of mindfulness
- Benefits and techniques for personal reflection
- Rest and sleep and their importance to resilience
- Embedding well-being practices into daily life.

Personal Resilience workshop

After initial contracting for outcomes to ensure maximum value for all participants, we explore the integrated resilience model and contextualise the content for the day. This leads into an exercise to clarify purpose as one of the core aspects of building our resilience.

The key considerations for effective use of time are then explored, followed by exercises to reflect on, and plan for, steps to build resilience and mental health on a regular basis through mindfulness and journalling, rest, recuperation and sleep. The day closes with building a personal resilience plan (PRP).

An opportunity to review progress and raise additional questions is provided via a teleconference around 4 weeks after the workshop.

Feedback from participants will be formally gathered at the end of the workshop, and a report provided to share the results.

What you need to bring to the course

There's no pre-work required for the course. All participants will be provided with a professionally printed workbook, and a copy of 'The Resilience Toolkit'. Participants will be encouraged to measure their stress and resilience levels via a simple tool both before and after the workshop.

Additional information:

Delivery & Investment

Cohorts must be a minimum of 8 participants and a maximum of 20.

Costs are £1600 (ex. VAT) + £8.00/delegate (materials cost) for the whole programme. This excludes any venue fees, travelling or subsistence costs, which will be passed on as incurred.

Feedback from other workshops

Previous participants have said things such as:

It is simple but clever. It doesn't take rocket science to make significant strides forward in achieving efficiency in your daily work. (John McVea, PSNI)

Very worthwhile, I have been putting what I learned into practice since the workshop and already I am seeing the benefits, making progress through my to-do lists and feeling less overwhelmed. (Anon, Durham Police)

Practical, relevant and immediately applicable learning & takeaways to improve in work (and life) (Damien Kearney)

This could be the key to helping you and all of us making a difference. Excellent, and thank-you. (Andy Waldie, Kent Police)

Good style as a trainer/facilitator, you engaged the audience well, drew out some great points and ensured learning was taking place, I got a lot from this day thank you. (Deborah Alderson, Northumbria Police)

Informative, useful & beneficial. Focusses the mind of how to achieve performance improvement & wellbeing. (Phil Jones, Avon & Somerset Constabulary)

Really practical tools to help tackle fundamental ineffective working practices. (Zoe Hebden, Avon & Somerset Constabulary)

So good for stress management and any job. Amazing presentation! So relevant. (Beth Cummins, Durham Police)

The knowledge and delivery style of the presenter was spot on, felt like a real quality course worth paying for. (Anon, Durham Police).