

# The Resilience Toolkit Programme



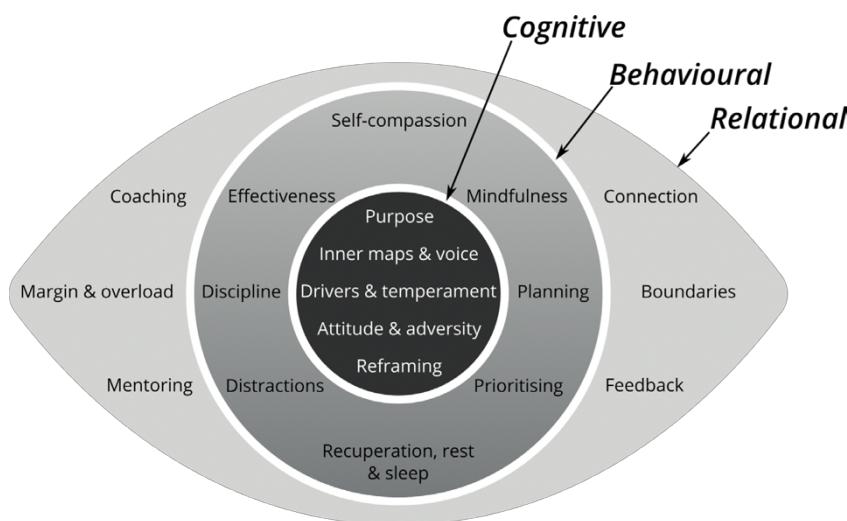
## What's it all about?

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 10-month programme of workshops provides development across each of these factors, starting with foundational components and ending with a 2-day workshop to build resilient leadership.

The skills developed are applicable to those in leadership roles at all levels.

## Outline

Areas covered in this programme include:

- Creating a resilient foundation
- How to handle adversity with integrity
- Knowing what builds and depletes our resilience
- Key techniques to avoid burnout
- Leading others in times of difficulty or chaos
- Embedding well-being practices into daily life.

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## Module 1: Creating a resilient foundation (1 day)

This module provides a base on which subsequent modules build. 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.

A short time is spent on the key considerations for effective use of time, followed by exercises to reflect on and plan for taking steps to build resilience and mental health on a regular basis through mindfulness and journaling, rest and sleep. The day closes with building a personal resilience plan (PRP).

## Module 2: Handling adversity (1 day)

This module commences with a brief review of how participants have progressed with implementing their PRP from Module 1.

We then explore internal maps and dialogue and how they can affect how we respond to challenging situations, the ability to notice our response in such contexts and how to reframe situations quickly in order to perform as well as possible. The need for self-compassion and integrity in the moment of choice is explored, and as before, the day closes with updating/ revising PRPs.

## Module 3: Personal awareness (1 day)

As before, the day commences with a progress review, before learning about and exploring the 5 psychological drivers, the 'drama triangle' and 'winners triangle'. This is followed by the key aspects and benefits to resilience of shifting to a growth mindset, and how our temperament influences our resilience and how we use time.

PRP's are revised and updated to close out the day.

## Module 4: Creating space (1 day)

After the initial progress review, this module focuses on those activities that we can build into daily lives to build our own resilience. These include margin and boundaries, personal connection, decision timing and recuperation.

PRP's are, of course, revised to close the day.

## Module 5: Resilient Leadership (2 days)

This module starts in the same way as the previous ones, with a review of learning and application of prior content.

Having spent the previous 4 days looking at our own resilience, these 2 days are structured to consider the ways in which we can build resilience through the way that we lead. After initial discussions and exercises looking at accountability and feedback, participants explore techniques for handling people and discussions they find difficult.

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The second day is devoted to learning and exploring a unique model for leading chaotic and difficult events in a way that builds (or at least preserves) resilience.

Finally, a new PRP is created which participants can utilise for annual reviews and objective setting.

## What you need to bring to the course

There's no pre-work required for the course. There will be private work required between each module. All participants will be provided with a professionally printed workbook, a copy of 'The Resilience Toolkit' by Jonathan Rees, a learning journal, and online supporting material. A measure of participants stress vs resilience both before, during and after the programme can be gathered if desired.

## Additional information:

### Delivery & Investment

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

Costs are £12,000 (ex. VAT) for the whole programme. This includes materials, travelling & subsistence, but not venue hire, which, if incurred, will be passed on at cost. Fees can be paid by instalments in advance if required (10 x £1200).

### Feedback from other workshops

This is a new workshop for 2019, and as such, no specific feedback has been collected. Participants on other related momoho courses have said things such as:

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

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

*Really interesting & full of good tips that can be applied in the work place.* (Leon Jacobs, GMP)

*Focussed, high quality, pitched at the right level. Interactive, Participative.* (Mark Gilmartin, Kent & Essex Police)

*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)

*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)

*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)

*Simple but clever techniques to manage time and be a better leader.* (Andy Williams, Avon & Somerset Constabulary)

*Really found the style & tempo spot-on and right group of people in the room. Thank-you for an informative & enlightening session.* (Claire Talbot, Kent & Essex Police)

*Insightful, relevant, engaging and fun - so good because it responded to our real issues and personal situations.* (Dan Wood, Avon & Somerset Constabulary)

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