

Team Resilience workshop

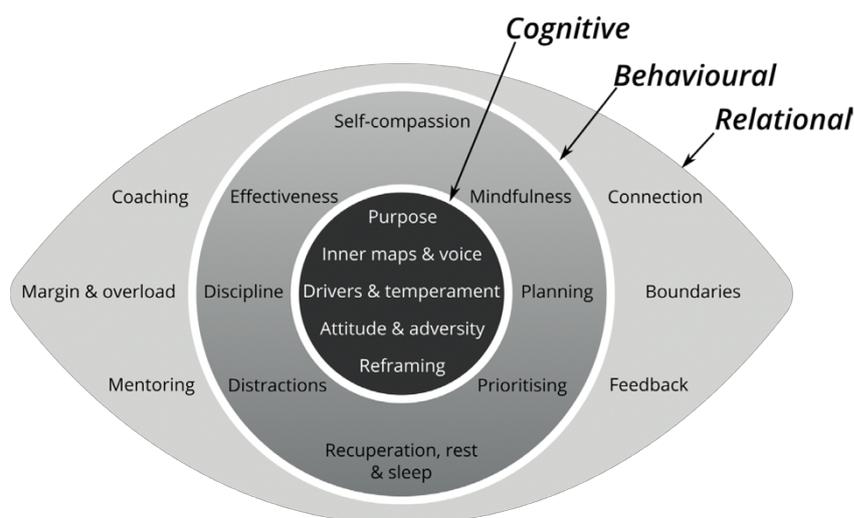
What's it all about?

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 is aimed at intact teams who want to build individual and collective resilience and understand and overcome current practices which may be undermining resilience. The skills developed are applicable to staff at all levels and in all roles.

Outline

On this 1 day programme, we will cover areas including:

- Clarity of team and individual purpose
- Optimal usage of time
- Personality and resilience
- Mutual support in challenging situations
- Developing some team Key Behaviour Indicators.
- Personal Resilience planning

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

Time is then spent on the key considerations for effective use of time and scheduling team-based activities, as well as team etiquette for open-plan working, email and meetings. This is followed by exercises to understand the temperamental make-up of the team and how that impacts on resilience. The day closes with building a personal resilience plan (PRP) as well as defining some team Key Behaviour Indicators.

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' by Jonathan Rees. 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 (workbook cost) for the whole programme. This excludes any venue fees, travelling or subsistence costs, which will be passed on at cost.

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. Focuses 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)

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)

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).