

# Leading Through Resilience and Agility

## INTRODUCTION

- We live in a fast-changing world. The Covid-19 pandemic has shown us all those things can change very rapidly & without warning. But it is not just pandemics. Geopolitics, social and environmental changes, new business regulation and much, much more. Therefore, it is crucial that the leaders of today must be both resilient and agile. When sudden change occurs, people look to their leaders, and if the leader falls apart, very quickly the organisation will too.
- Therefore, this training course will help prepare you for the future by building and developing your resilience and agility to tackle whatever challenges the world will throw at us next. You will learn how to build personal resilience to withstand the pressures of leading through a VUCA age and give you the confidence and ability to quickly adapt to any situation. Using agility to take on board new challenges and give clarity and direction when it is needed most.

This training course will highlight:

- Improve your level of personal resilience
- Understand how to make the most of your own natural strengths
- Develop the skills to remain calm in turbulent times
- Gain the essential tools to be able to quickly deploy your team into action
- Enhance your agility and ability to quickly adapt
- Understand different behaviours of others when sudden change occurs

## OBJECTIVES

At the end of this training seminar, you will learn to:

- Have a deep understanding of personal resilience
- Have developed a range of highly effective skills and strategies to enable you to adapt with speed.
- Be able to effectively analyse, plan and prepare for change
- Have become a more effective and confident leader
- Have enhanced ability to gain the trust of others

## **TRAINING METHODOLOGY**

- This is a highly interactive training course, using a mix of formal presentations, case studies, role play exercises, self-assessments, presentations, and group discussions. The teaching methods used provide an opportunity for delegates to learn, develop and then practice the skills taught using a variety of hands-on exercises that stress participation and that reinforce and build on the comprehensive course materials provided.

## **ORGANISATIONAL IMPACT**

The organisation will benefit as the following:

- Help build organisational resilience
- Enable better understanding of the changing world around us
- Increase ability to deal effectively with people both internally and externally
- Enhance ability to remain calm and professional under pressure
- Better assessment of your teams' strengths and weaknesses
- Enhance the ability to adapt to change through agile leadership

## **PERSONAL IMPACT**

By the end of this training course, participants will:

- Gain an insight into their own natural tendencies under pressure
- Have the skill to think analytically and strategically in times of crisis
- Learn your true values and strengths
- Develop agility and confidence to make decisions under pressure
- Gain a valuable understanding of human behavioural patterns
- Have enhanced vital leadership, management and personal skills and gain the confidence to lead others through turbulent times

## **WHO SHOULD ATTEND?**

This training course is suitable to a wide range of professionals but will especially benefit:

- Managers
- Team Leaders
- Administrators
- All Professionals

## Course Outline

### Introduction to Personal Resilience

- Defining resilience
- Why resilience is so important to the modern leader
- Discover how to build personal resilience
- Knowing your inner strengths and values
- Taking responsibility for your mind and attitude
- The Psychology behavioural patterns when sudden change occurs
- Remaining calm when others are panicking around you.
- Mindfulness and the ability to take yourself out of a situation

### Understanding Behavioural Styles When Under Pressure

- Knowing and understanding your own Behavioural Style
- Negotiation Style Assessment
- Approaches to deal with different behavioural styles
- Team mapping for fast deployment
- Winning over those in power
- Developing a Communication Style that wins trust
- Assertively giving directions to others
- Developing your key strengths

### Developing Agility

- Defining agility
- Understanding the importance of agility to modern leaders
- Discover the characteristics of agile leaders
- Gain the confidence to take decisions under pressure
- Dealing with high pressure environments
- Quickly adapting to unforeseen challenges
- Knowing and Maintaining your Sources of inner Power
- The ability to quickly assess risk versus outcomes

### Building Resilient and Agile Teams

- Emotional Intelligence and its Role in building agile teams
- Creating an agile team environment
- Giving greater autonomy to team members
- Developing mindfulness as a strategy for team resilience
- How to use meetings to talk openly about feelings
- Developing effective feedback loops

## Dealing with Overthinking, Worry and Stress

- Learn the difference between concern, worry and stress
- Living in day tight compartments
- Learn the common signs of stress in yourself and others
- Understanding the worry loop and how to get out of it
- Practical steps to overcome worry
- Dealing with acute stress