

THE MANAGER'S ROLE IN RESILIENCE

Managers operate at all levels of the organisation. They set the tone, climate and expectations for the workforce. Managers wield enormous power over others and it is important that this power is used to achieve mental wellbeing and performance for organisations to achieve peak performance consistently.

The purpose of this programme is to help managers strengthen their own resilience and to provide them with some approaches to help the resilience of their staff. The rationale is if a manager understands the psychology of what makes people resilient, he or she will apply processes and techniques that ensure their staff have fewer reasons to call on their own personal resilience, and will then provide their staff with techniques to adopt processes that strengthen their own resilience.

This programme has been designed for leaders, managers, Human Resource (HR) and Organisational Development (OD) specialists, to acquire the knowledge and skills to implement the changes necessary to reduce the need for the workforce to call on their resilience.

COURSE BRIEF

It is commonly accepted that mental wellbeing has a positive impact on people's performance. This workshop will help you to create and sustain a healthy work environment that provokes people to work hard and feel good about what they do. People who feel mentally well have more positive emotions, hope, enthusiasm, optimism, motivation and have a broader interest in their work when compared to others. They are more pre-disposed to being socially engaged – a form of attachment to people and activities characterised by more energy, dedication, commitment and concentration.

The aim of this workshop is the creation of a working environment that provokes peak performance, reduces the events and poor behaviours that may trigger stress, and reduces the need for the workforce to call on their own resilience.

WORKSHOP COVERS:

- Understanding what resilience means and why it is important
- Identifying the challenges for which resilience may be needed
- Discovering the degree of resilience that is already established in the manager
- Strengthening the resilience of the manager
- Understanding the role of managers in the resilience of their staff
- Reducing the need for people to call on their own resilience
- Understand how to embed the techniques and exercises into routine daily working lives.

Delivery options:

Bitesize (3.5 hrs) or Full Day

Maximum number: 16

Please contact training@bristolmind.org.uk for fees