



*Shaping the Future*

## Leading with Resilience

The belief that leaders have the endless stamina, ideas, and skills it takes to deliver success year after year is a fallacy of the past. Thus, resilience, the ability to adapt behavior in harmony with values in the face of adversity, brings about the capacity to bounce back, cope, renew, and revitalize. Resilience has become a key watchword for today's savvy leaders. Learning to be resilient is a full-time job, which never stops. If leaders are to enjoy continued success, today's leaders must understand two related issues with regards to resilience. First, passion for excellence can take them only so far; leaders will burn out if their physical, emotional and mental limitations are ignored. A recent study by Korn-Ferry found that 90% of leaders were let go due to physical or mental conditions that impaired their leadership effectiveness. Second, organization changes planned without consideration for the impact on the human condition, will not only cause current leadership to falter, but they will also cause the next crop of leaders to be inefficient and ultimately everyone will suffer.

Unexpected events seem to be pervasive when in the midst of change, but skills to bounce back from these unexpected events are not. Leading in trying times or in the midst of change is difficult in part because leaders have been exhorted to anticipate, plan, envision, forecast and strategize. Neglected in all the talk about foresight are the processes of using our stressful emotions to shift to positive emotions in the service of high performance and effective results. Leaders who do this can authentically facilitate others' ability to do this as well.

The program will cover practices that leaders can use to enable themselves and their organizations to cope and bounce back from unexpected surprises and strong emotions quickly and successfully.

This interactive and practical program is delivered in a ½ day and full day program or can be condensed to a 1-hour presentation. There is also a tele-conference series that targets specific emotional challenges such as: "Overcoming Frustration," "Learning from Disappointment," "Transforming Anger," and "Confronting Anxiety."

### **Learning Objectives:**

Participants will leave the program:

- More attuned to the relationship between Resilience and Stress and the importance of Resilience for sustaining High Performance.
- With a simple and effective process for shifting negative emotions to positive ones – for self and with others in the service of better results.

## Emotional Resilience Training

SLR also offers a training program designed to produce an immediate reduction in workplace stress and an observable increase in adaptability for any group. Target Competencies include Emotional Self-Awareness and Self-Management, Resilience, Adaptability. The program experience is comprised of an interactive lecture followed by skill-building exercises.

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