Resilience at Work

FOSTERING TEAM AND INDIVIDUAL RESILIENCE

Resilience should be on every manager's agenda. We’re here to put the solutions in your hands.

COURSE OVERVIEW
Any leader knows the need for tough-minded, resilient employees who perform well. With increasing volatility and uncertainty in most organisational environments, the ability to bounce back from adversity has never been more valuable. But how do leaders develop and strengthen the capacity for resilience in themselves and their teams?

A culture of resilience in the workplace offers the potential to support psychological wellbeing and improve the performance of both people and organisations. Integral to a resilient culture are leaders who understand how to foster team and individual resilience. The Resilience at Work course provides a practical toolkit for leaders interested in supporting resilience.

COURSE FACILITATOR
Dr Rose Trevelyan

Dr Rose Trevelyan is an executive educator who works with organisations across Australia to develop leadership capability. Rose graduated from Cambridge University, and after completing her PhD at London Business School she moved to Australia. She has worked with top business schools to develop and deliver Master of Business Administration courses in leadership, change, corporate culture and strategy implementation. Rose has a deep interest in how leaders promote high performance through creating positive environments, how leaders think, and how leaders develop. Her courses are designed for experiential, or action, learning and have a strong outcomes focus.

COURSE INFORMATION

| DURATION | 1 day |
| LOCATION | Sydney city campus Level 24, 123 Pitt Street, Sydney NSW 2000 |
| WHO SHOULD ATTEND? |
  - Team leaders and middle managers
  - Human resource and organisational development professionals
  - Anyone working in adverse environments where stress is common

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COURSE OBJECTIVES
This course is designed to provide the frameworks, tools and techniques needed to navigate in environments defined by ambiguity, where clear problem definitions and solutions do not exist.

It will challenge current business assumptions and demonstrate the creative problem-solving approaches that are the key to unlocking the value in such ‘fuzzy’ and frustrating spaces, facilitating a mindset shift to a more flexible mode of operating.

COURSE OUTCOMES
This course helps leaders understand the key drivers of resilience and stress in the workplace, how they are currently impacting the resilience of others and what can be done to build resilience in themselves and others. Academic researchers have a well-developed understanding of resilience, and this course draws on those ideas, including exploring our mindset around performance, the neuroscience of leadership, how personality impacts resilience, the role job design and work climate play and how to build stamina as a corporate athlete. The course uses evidence-based theory to help leaders develop practical strategies that will build a resilient workforce.

You will:
• better understand what resilience is and how it can be strengthened and diminished
• learn how to provide effective support to employees as you navigate adversity in the workplace
• identify elements of your current work climate that may be undermining resilience
• be better able to use leadership styles that promote resilience
• develop a clearer understanding of your own resilience and identify strategies to build and maintain resilience.

COURSE TIMETABLE
- The drivers of resilience: mindsets, purpose and environment
- How to think your way to a healthy workstyle
- Ways to strengthen your mental energy at work and the energy of your team
- Leadership styles and their impact on resilience
- Practicing resilient leadership through activities, feedback and developing strategies to take back to work

“Persistence and resilience only come from having been given the chance to work through difficult problems.”
Gever Tulley