



## Module 4 - Resilience in the Workplace Key Benefits



### Reasons to Attend

The importance of raising the level of resilience at work is being recognized by a growing number of organizations as stress at work is the cause of serious health issues, and staying in this state for a prolonged period is detrimental to yourself, your colleagues, and your organization. Handling the stresses of work is possible, by developing healthy responses and if you are wondering about methods and ways to get more resilient, this course will help you identify causes of workplace stress and negativity, encourage you to implement techniques that resilient employees practice and help you achieve healthier company culture.

### Course Methodology

The course is designed for both individuals and companies. It is divided into independent modules and is adjusted to the number of attendees. In a group course, attendees gain all strategies for creating resilience in the workplace through role-plays, group activities and cases that are included for each module to strengthen participants' ability to transfer the knowledge into the work environment. Awareness building, skill-building and reflection times are carefully designed to ensure the right impact.

### Content

#### 1. Understanding the individual or organizational resilience

Individual resilience is a very personal thing, influenced by various factors ranging from previous experiences, character traits, life aspirations etc. However, a team member is far more likely to exhibit resilience if the workplace environment is one that encourages the collective to thrive irrespective of what is thrown at them. Much of this comes down to organizational culture, the strength of the team dynamic and adaptability to change. Individual and organizational resilience is crucial to how employees respond to challenge and change at work.

#### 2. Seven things resilient employees do

Building a resilient work team is an important part of creating a healthy and productive work environment. Resilient teams are based on mutual trust, social norms, participation and social



networks. Resilient teams are more likely to be productive and form high-performing teams. Resilience provides a protective factor for individuals, teams and the organization to deal effectively with times of change, high pressure and stress.

### 3. Enhance Well-being through mindfulness techniques

If we know that certain patterns of thinking lead to stress, learning how to cultivate other patterns of thought-- mental habits, patterns of emotion, patterns of gratitude and moment-to moment awareness is what helps build resilience. So this really sets the stage for our turn to this concept of mindfulness, really kind of the way in which you calm your body and you calm your mind and you no longer judge the contents of your mind and really start to cultivate patterns of thought and reacting in social connecting that really cultivate resilience at work.

### 4. Creating a positive workplace through communication

Conflicts and negativity often arise between team members when communication is not open or inadequate. By learning to communicate with a purpose and with respect, chances for conflicts are minimized and creating positive interpersonal relationships becomes easier. Creating positive workplaces is in everyone's best interest: yours, your company's and your clients'.

### Course Objectives

By the end of the course, participants will be able to:

- Identify key contributors to stress at work ✓
- Identify consequences of stress at work ✓
- Implement seven things resilient employees do ✓
- Discover mindfulness and reasons to do it at work ✓
- Obtain skills to create positive work atmosphere ✓

### Target Audience

Employees in any functions within their organizations, HR team members and HR leaders who want to build a positive work culture in their organizations; 1st and 2nd level managers and other stakeholders.

[www.hrandwellbeing.com](http://www.hrandwellbeing.com)