



# Supporting your people to remain resilient in the face of change.

We are in a period of intense change. How will you support your people to be adaptable and resilient so they don't simply 'survive' but, instead, thrive?

## The challenge

The Covid pandemic, and its impact on organisations, has added an extra layer of anxiety and complexity in an already fast-changing world. It touches every part of our lives and many have been left feeling isolated, disconnected or simply demotivated.

Actively supporting your people to build coping strategies for these intense periods of change improves their ability to manage stress, protect relationships at work and home, and enable them to more easily, and quickly, adapt to future uncertainty. For your organisation, this helps maintain motivation, health, engagement, productivity and retention of precious talent.

## Who we are and how we can help

Our content is grounded in neuroscience, combining practical tools with a deep understanding of the mindset and behaviours required to adapt to change in a resilient way. We make learning about wellness and resilience practical, relatable and memorable, even to those who find the topic hard to access.

At Connor, we don't simply provide resilience 'top tips'. Instead, we tailor our approach to you. Our support feels personal, because it is, and makes a lasting impact. It boosts positive conversations about resilience and wellness in your organisation, and results in action.

Resilience is a skill that can be built but needs to be underpinned by strong foundations. We help people recognise where their habits are helping or hindering them. By creating a positive environment for teams and individuals to talk about these areas, we not only help your people to build their personal resilience but also enhance their relationships and understanding of each other's needs.



The course was fantastic. It was good for the soul and good for the business."

Pound for pound, this is the best development intervention I've made."

Taking time away from the day to day and being more proactive in building my resilience will help me be a better manager and support my people with their resilience."

If everyone did this course it would make them better individuals."

I understand so much more about what is really worrying my teammates now, and what might help them."

Feedback from Connor resilience workshop delegates

## Solutions for individuals

Ideal for individuals who(se):

- wellbeing is compromised by ongoing external pressures and uncertainty.
- are being impacted by organisational change such as restructure or redundancy.
- are leading or managing organisational change projects.
- have people management responsibilities or other additional pressures.

### 'Introduction to resilience': 1 x half day (or 2 x 2 hour) workshop

from £190 + VAT per person

#### For a helpful introduction to resilience and wellness

- Introduces people to the three vital sources of resilience outlined below – balance, focus and my resilience foundations.
- Builds awareness of key tools and strategies available to individuals.
- Gives people an increased ability to cope with everyday challenges.
- Increases morale through difficult times.

### 'Building resilient foundations': 3 x half day workshops

from £370 + VAT per person

#### For a deeper dive and firm foundations of resilience and wellness

- Includes a rich diagnostic questionnaire and individual report that provides a current snapshot of physical and psychological wellness, performance, rest and recovery.
- Offers a comprehensive solution to developing people's resilience, covering in depth the three sources outlined below.
- Enables people to build a strong foundation of personal wellbeing.
- Helps people to develop a positive mindset and greater acceptance towards change.
- Increases ability to cope with personal and professional challenges, and avoid burnout.
- Drives higher levels of motivation, engagement, productivity and retention.
- Unique opportunity to discuss challenge with colleagues and support one another.



#### Achieving balance

- Balance and alignment of home and work
- Breaking down big challenges into manageable chunks
- The big 4 – sleep, nutrition, psychology and exercise
- Tips and tools to emotionally and physically re-set for better focus and energy
- Healthy new habits for mind and body
- One word commitment to myself



#### Focusing during change

- What is resilience?
- What resilience means to me
- How to successfully ride the wave of change
- Emotional triggers and how current changes are impacting these
- Focusing on the things I can control
- My personal resilience mix – Biological, psychological and environmental



#### My resilience foundations

- Neuroscience behind resilience
- My personal resilience profile
- Emotional triggers, stress, what hijacks us and successful strategies for re-charging
- Secrets of resilience
- Mindset and how this impacts our ability to cope
- Self-care – physical, psychological/emotional, social and professional

## Solutions for managers

Ideal for managers who(se):

- need to maintain productivity and morale during a period of change.
- team is low on energy and struggling to face the future with positivity.
- are working remotely from some or all of their team and noticing they are disconnected.

### 'Managing others through tough times' 1 x half day (or 2 x 2 hour) workshop

from **£190 + VAT per person**

- Increases managers' confidence and skill in the two vital areas outlined below, improving their ability to support team members with resilience strategies and better cope with stress and pressure.
- Helps managers to be proactive in recognising potential signs of burnout quicker.
- Enables higher quality and more open conversations between managers and their people.
- Improves productivity, retention and engagement throughout periods of uncertainty and change.
- Equips managers to lead through tough times, causing a positive ripple effect across the organisation.

*We highly recommend managers attend one of our 'Individual' resilience workshops prior to completing the manager module, so they are able to 'put their own oxygen mask on first.'*



#### Raising awareness

- Learning the major signs that team members are struggling
- Improving 'sensory acuity' – the art of noticing how others are feeling and coping
- Intervening early
- Appreciating what stress and pressure may cause
- Understanding other people's perspective



#### Boosting relationships and communication

- Increasing rapport, empathy and trust, particularly when working remotely
- Having open conversations about challenges that may be impacting resilience
- Using a coaching approach for improved questioning and listening
- Adapting management style for better engagement

## What to expect from our resilience solutions

All of our workshops are available either face-to-face or virtually, facilitated with skill and sensitivity. They are supported by blended pre- and post- learning and are brought to life with interactive polls, breakouts, self-assessment questionnaires, helpful tips, videos and conversations with colleagues, making them engaging and personal. Attendees come away from each workshop with helpful tools and techniques for making a positive change, along with a personal action plan.

We will work with you to tailor sessions to your specific needs and reference any existing support structures and resources currently available in your organisation, keeping everything joined up.

**Don't leave it to chance. Now, more than ever, supporting your people with their resilience will have a fundamental impact on their future, and that of your organisation.**

**At Connor we believe in designing learning that feels personal and delivers long-term benefits.**

We have a proven track record of delivering award winning content to enable people to thrive. If you want to be supported by an organisation that's passionate about enabling people to achieve their potential contact us on **+44 (0)1491 414010**, via email at [info@connor.co.uk](mailto:info@connor.co.uk) or visit our website: [www.connor.co.uk](http://www.connor.co.uk)

