

MANAGING CHANGE
FACING ADVERSITY
BOUNCING BACK



Introducing resilience equipping your people to
better deal with the challenges that face your business.



We leverage latest systems to des

On each course participants will learn about
crease overall resilience. This resilience ma
with Dean Becker at Adaptiv Learning System

WHAT IS RESILIENCE?

Relentless change. Increasing expectations. Economic uncertainty. Changing roles, values and cultures. Limited resources. The world has always been a challenging place, but many of us are trying to cope with fast-paced and unpredictable change. And we all know one thing about change – it's not going to stop. Resilience is the quality that helps us personally manage change.

Resilience enables us to:

- overcome past misfortunes
- steer through everyday challenges
- pick ourselves up and move on when events take us off course
- reach out to new experiences and challenges towards our potential.

WHAT DOES DEVELOPING RE- SILIENCE MEAN FOR YOUR PEOPLE?

Everyone has choices, and one of them can be to become better at boosting our resilience and maintaining our reserves. This course will help to develop individual skills that will boost resilience immediately. Whether participants are managers, students, a chief executive, or a front-line worker – in public services, the private sector or a family run business – understanding resilience is necessary for success.



LEARNING DELIVERY

This programme can be delivered either as a one day introduction or a two day more advanced option, where participants get a chance to practice some of the skills learned and receive coaching to develop an action plan for improvement.

**“Resilience - the intelligent
deployment of limited
personal resources”**

Dean Becker - Adaptiv Learning Systems

PROVIDING EFFICIENT AND EFFECTIVE LEARNING TOOLS BASED ON PROVEN SUCCESS

- > Quick and easy to complete paper-based assessment tool

- > Activities help individuals apply learned skills to everyday situations

- > The seven resilience factors are the work of Karen Reivich and Andrew Shatté, spanning two decades

**WE HAVE OVER 20 YEARS MULTI INDUSTRY EXPERIENCE
WHICH WE USE TO BRING VALUE TO YOUR BUSINESS**

decades of personal development expertise and the
design tailored learning solutions.

At the seven resilience factors that are used to measure the level of resilience and areas to develop in order to in-
terial is the result of more than two decades of work by Andrew Shatté at the University of Pennsylvania, and later
ms, the company they co-founded in 1997 to offer resilience assessments, training and coaching.

HOW DOES IT WORK?

The Resilience is centred around a paper-based workbook which provides access to a questionnaire resilience inventory. Participants can assess and as a result develop specific areas of their personality and thinking that will result in achieving a plan for building greater resilience.



A mixture of individual exercises and tutor feedback will help each individual form an action plan, allowing them to sustain their efforts and improve their productivity under the most extreme circumstances.

ARE YOU WORKING WITH INDIVIDUALS WHO ARE STRUGGLING TO MAINTAIN THEIR OWN RESILIENCE?

Studies show that there are several factors which develop and are sustained in a person's resilience:

1. The ability to make realistic plans and being capable of taking the steps necessary to follow through with them.
2. A positive self-concept and confidence in one's strengths and abilities.
3. Communication and problem-solving skills.
4. The ability to manage strong impulses and feelings.

These factors are not necessarily inherited; they can be developed in any individual and they promote resilience. This learning programme provides additional depth to emotional intelligence by exploring how our thinking influences our emotions and our behaviour.

BENEFITS

- Maximise individuals' resilience skill - As a business, boosting everyone's resilience can boost sales and team performances.
- Supporting existing development areas and design - Participants are assessed in key developmental areas identifying improving learning strengths and goal setting goals that help promote self-development and growth both during and outside learning sessions.
- Analyse & develop team effectiveness - Enables members of a team to review their resilience strengths, identifying those areas that need a boost & helping decide how best to go about it.
- Help people change their mindsets for greater resilience - better bottom line results and a clear path to greater success and satisfaction in both their work and personal lives.



Bottom line results

AS WITH ALL INVESTMENTS YOU MAKE
THERE HAS TO BE A MEASURABLE RETURN
THAT CAN BE DEFINED FROM THE OUTSET

When you use the services of an Edison consultant you are tapping into a wealth of experience gained from working with some of the largest organisations in the world. We bring that experience to you.

Whether you need our services for just one person or the whole organisation you can be sure that the same detailed analysis will be used to show all aspects of individual capability and talent.

As well as practical experience, each of our consultants are professionally qualified, members of the CIPD or other professional body and have been accredited by the British Psychological Society (BPS) to use many of the wide range of psychometric instruments available in the market.

So if you feel it's time for change, contact us now for a no obligation consultation, it's free and will allow us to demonstrate just what we will do that will optimise the return you will gain when you allow us to develop your talent.

Now imagine the possibilities...



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