



Stapleton

GLOBAL MANAGEMENT CONSULTANTS

Resilience

The Importance of Stress Management

Change and pressure, ever more demanding deadlines, technical issues, individual and team shortcomings and conflicts alongside daily pressures in the busy workplace have all been linked to increasing levels of stress. This is causing organisations to look to solutions to equip their staff to deal with the decrease in productivity and output that this brings. Building resilience in staff is a key element in the fundamental prevention of stress at work. Minimising the impact of stress benefits everyone. It helps ensure that motivation and engagement alongside commitment and performance are enhanced; especially important in times of uncertainty and change.

Resilience at work encompasses a person's approach towards work as well as the daily interactions undertaken in the working environment. Resilience is the ability to mobilise individual and team resources to accept, cope with and rise above adverse events while minimising stress and its impact, this comes hand in hand with growing and developing as individuals and as teams.

What we Offer

Understanding the Issues

An evaluation of personal resilience approaches (psychometrics)

Sharing what we mean by resilience and how we recognise the causes and effects of stress and stressful situations for managers and their teams

Understanding and recognising when we need to call on resilience in any given situation

Look > Think > Engage > Act

Interactive Approaches

Practical exercises in building both personal and organisational resilience

- Exercises and techniques to use in resilience
- Interaction, Relationships and Coping Strategies
 - Problem Solving
 - Organisational Priorities
 - Self Awareness and Self Confidence

Observe the cause and effect of stress. **Think** about how to deal with the self and others in stressful situations. **Engage** others to help deal with stress more effectively. **Act** by using traditional and contemporary coping strategies.



Anticipated Outcomes

- ✓ Understanding the need for building personal and organisational resilience and how to spot signs of stress in employees
- ✓ Learning techniques and approaches used in building personal and organisational resilience
- ✓ Recognising the Look, Think, Engage and Act cycle and how best to use it
- ✓ Improve coping skills and learn how to manage stress more effectively
- ✓ Develop individual, team and organisational resilience

Our Approach

At Stapleton, we believe that the best approach to learning new skills, or further sharpening those already acquired, is to work with live case studies and practical sessions. By applying the learning to a new role, a new project, a new or repeating situation in the workplace you can see immediate benefits. We believe in problem based 'real world' practical and applied learning that participants can take straight back to the organisation and make a difference right away.

Meeting your Needs

We are dedicated to listening to as well as understanding your requirements. We will offer advice on the best approach that suits your organisation. At all times, your needs are paramount. We can offer standard off the shelf packages right through the spectrum to entirely bespoke programmes with an emphasis on the co-development of company specific materials. We can deliver at your premises or off-site if that is required. We will work with you and your teams to create maximum benefits for your investment in this critical area of staff development and well-being.

To discuss how Stapleton can help you develop your people, processes, systems and practices contact us on info@stapint.com