

Managing with RESILIENCE

A practical approach

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Managing with Resilience

1. The challenge of Change
2. What resilient people do
3. Ways to build resilience
4. Taking care of yourself

The challenge of Change

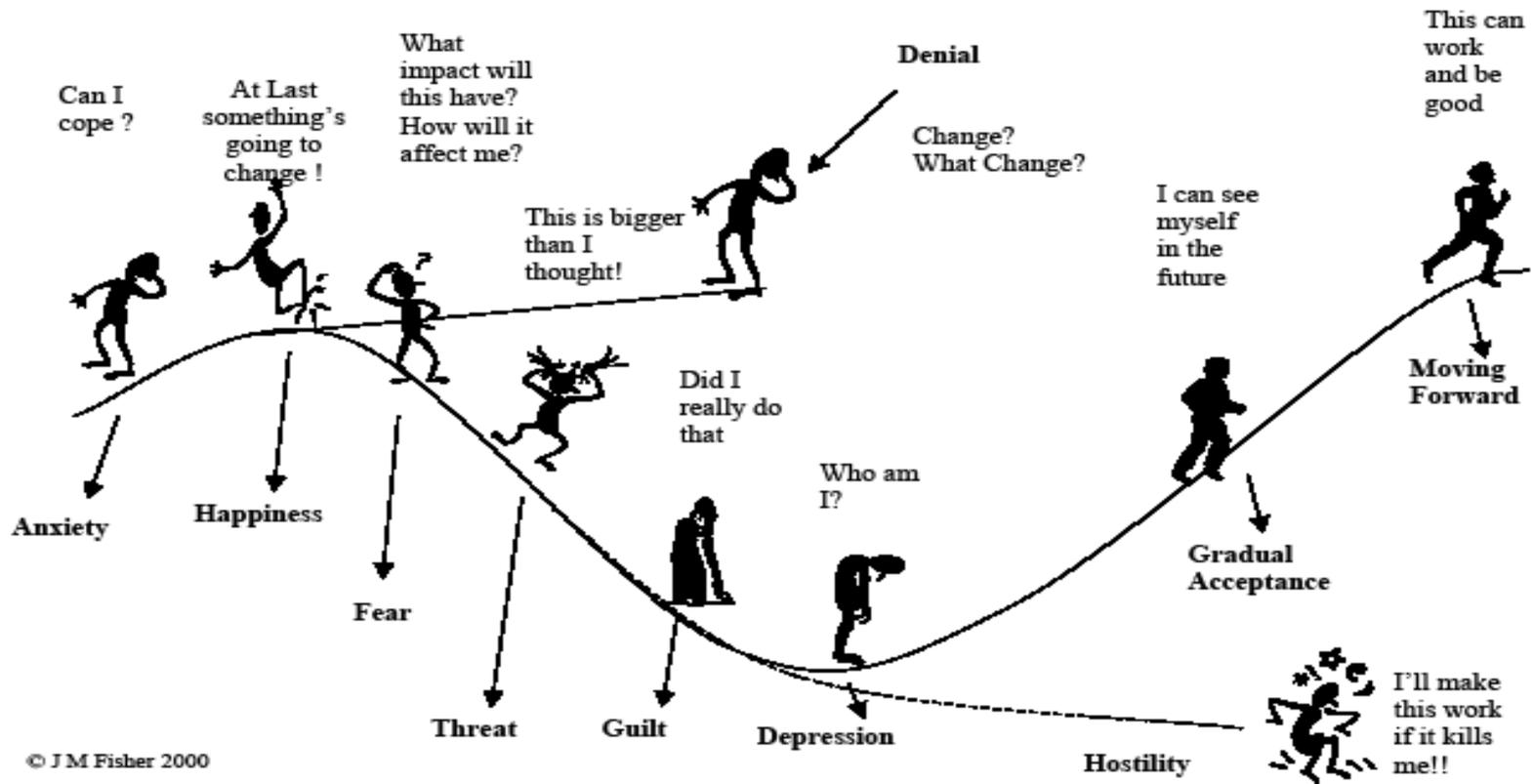
1. Ignore the change



Photo: John Snape

The Challenge of Change

The Process of Transition



Managers /leaders can build resilience during challenging change :

By :

- Being a role model for resilience and optimism
- Supporting individuals in bouncing back from setbacks
- Goal setting with individuals
- Creating experiences of positive emotions
- Fostering “can do” thinking
- Encouraging the use of strengths

Source: NHS Leadership Academy

Coaching can build resilience during challenging change

By:

- ❑ Developing thinking skills,
- ❑ Building confidence
- ❑ Improving well being, and
- ❑ Reducing stress

What Resilient people do

- ❑ Have an optimistic style
- ❑ Use their strengths
- ❑ Maintain perspective
- ❑ Set goals
- ❑ Think “can do”
- ❑ Connect to others
- ❑ Exercise self-care

Source: NHS Leadership Academy

10 ways to build resilience

1. Connect with other people
2. Avoid seeing crises as insurmountable problems
3. Accept change
4. Set and achieve goals
5. Make a plan and take action
6. Find opportunities for self discovery
7. Maintain positive self esteem
8. Be optimistic
9. Learn from past experiences
10. Take care of yourself

Key Practical points

1. Understand the emotional challenges of Change
2. Be clear about what resilient people do
3. Take action to build and maintain your resilience and that of your team
4. Look after yourself

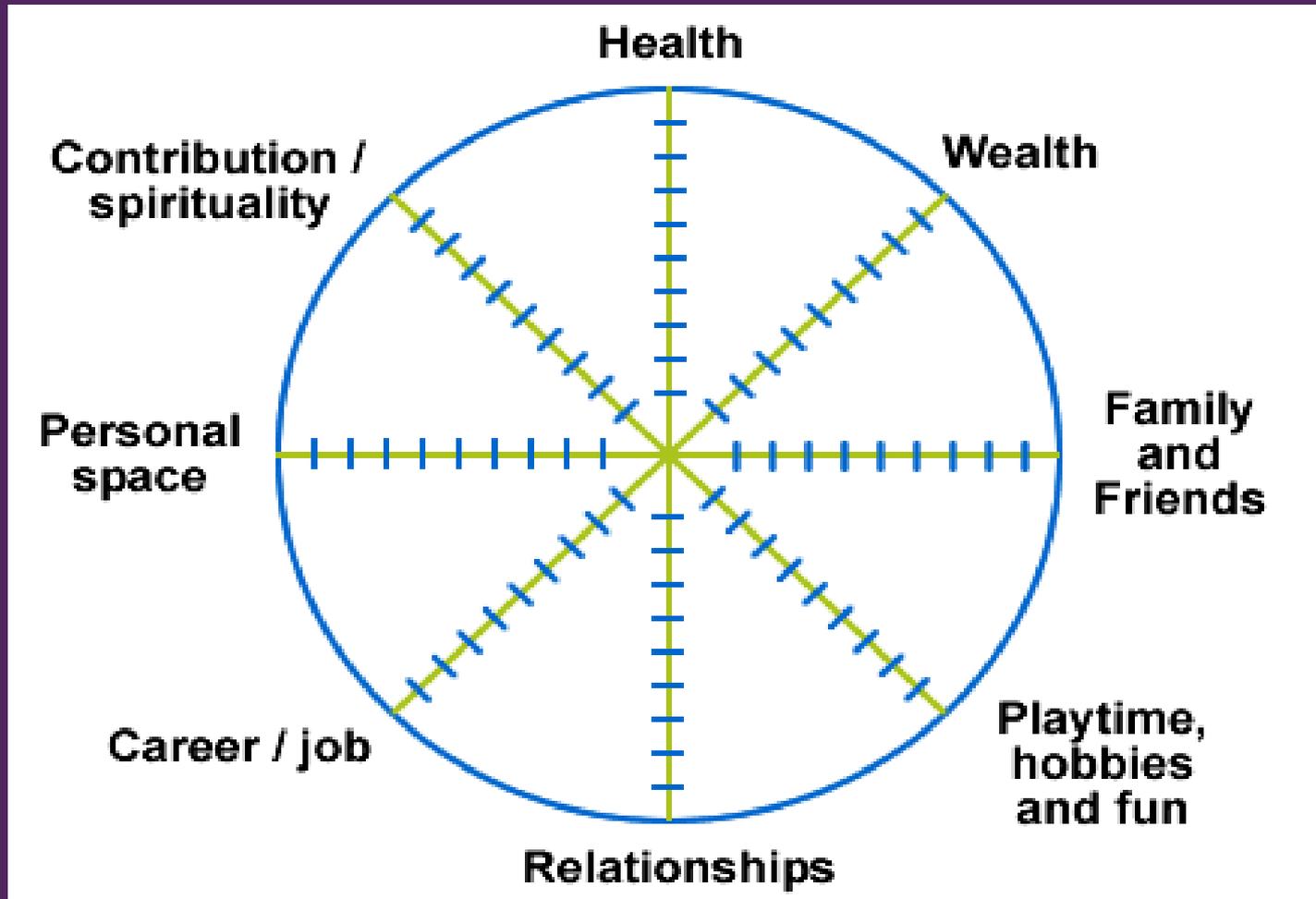
Action planning

What 3 things might you be able to do now, to improve:

1. Your own resilience, and
2. The resilience of your team

Share your plan with a colleague, who can help to keep you resolved and on track.

Wheel of Life example



Resilience in Nature

