

## The Virtual Wellbeing Academy



### Mastering Resilience

**Bounce back and keep going in challenging times**

In the face of unprecedented uncertainty and disruption, individuals at every level of organisations are being challenged to adapt. In this new business landscape, the research is clear - resilience is the key to unlocking, and maintaining, healthy high performance.

To enable your people to navigate through these uncertain times and ultimately thrive, we have brought together a powerful collection of resilience programmes and resources. Packed full of insight, tools and techniques, they offer everything you need to take personal ownership of your resilience and wellbeing.

- Resilience bursts
- Leading for resilience
- Resilience coaching
- Resilience psychometric assessments
- Resilience toolkits

Mastering Resilience group sessions can be delivered in two formats:

Virtual Classroom	Webinar Events
For up to 20 delegates	For up to 100 delegates
<ul style="list-style-type: none"> <li>• Individual workbooks</li> <li>• Time to share ideas as a group</li> <li>• Breakout rooms (for longer sessions)</li> <li>• Feedback on key learnings</li> <li>• Interactive elements e.g. online polls</li> </ul>	<ul style="list-style-type: none"> <li>• Live facilitated delivery</li> <li>• Individual workbooks</li> <li>• Interactive elements e.g. online polls</li> <li>• Live Q&amp;A sessions</li> </ul>

## Resilience Bursts

<b>Delivery:</b>	Virtual classroom (5 – 20 people) Live webinars (up to 100 people)
<b>Duration:</b>	45-60 mins
<b>Suitable for:</b>	All employees

Dive into the 5 pillars of resilience with these short, sharp and engaging bursts of resilience. With 5 sessions to choose from, you can tailor a programme to the needs of your organisation.

- **Energy:** Sustain and renew physical energy
- **Future Focus:** Have a clear sense of purpose and direction
- **Inner Drive:** Maintain self-belief, confidence, motivation and perseverance
- **Flexible Thinking:** Have an open and optimistic mindset
- **Strong Relationships:** Build open and trusting relationships

### Energy

Embrace the principles of physical resilience



#### Course Overview

Physical energy is crucial to our resilience. In this session, we'll explore how to fuel and nourish your body, hydrate easily, sleep like a baby and find ways to exercise for fun. You can't increase the number of hours in a day but you can boost your energy levels and, with them, your performance.

#### Course Outcomes

- Understand how your energy impacts your resilience
- Discover the science of physical energy management
- Learn how to maximise and sustain your energy levels
- Build an energy action plan

## Future Focus

Experience the power of future focus



### Course Overview

Knowing what we want and how we're going to get there gives purpose and meaning to what we do but, with today's busy lifestyle, we can easily lose sight of where we're going. In this session, we'll focus on getting back on track to achieving what you really want both at work and at home.

### Course Outcomes

- Discover how future focus builds your resilience
- Learn what to do when you're feeling stuck
- Get clear on what needs to change
- Create an action plan to get back on track

## Inner Drive

Discover true self-confidence and drive



### Course Overview

Positive mental energy keeps us going when times are tough. By keeping things in perspective and dealing effectively with setbacks, we can remain focused, motivated and confident in our own abilities.

### Course Outcomes

- Sustain confidence in your own ability and judgement
- Understand your locus of control
- Build a growth mindset
- Boost your motivation
- Balance performance and recovery

## Flexible Thinking

Think more positively and flexibly



### Course Overview

Sometimes, things just don't work out as we'd planned. Being able to adapt and flex can stop us getting 'stuck'. In this session we'll learn how to identify and to challenge unhelpful thinking patterns. We'll step back and reflect on the opportunities and possibilities open to you, ensuring you avoid the pitfalls of problem-mode and remain in solution-mode.

### Course Outcomes

- Understand how flexible thinking supports your resilience
- Take control of your mood using the Mood Map
- Identify personal 'thinking traps' that keep you stuck
- Use the ABC of resilient thinking to challenge cognitive distortions
- Apply 'reframing' to open up new, more effective, ways of thinking

## Strong Relationships

Build a network of lasting support



### Course Overview

It's a common myth that resilient people are lone warriors. Science has proven that the most resilient people enjoy strong relationships and have good support networks both at home and at work. Join us for this session and learn how you can ensure your relationships are as strong, resilient and rewarding as they can be.

### Course Outcomes

- Understand how strong relationships foster personal resilience
- Get clear on your support network
- Strengthen relationships with the emotional bank account,
- Make a plan to build a key relationship

## Leading for Resilience

Lead the way for healthy high performance

<b>Duration:</b>	2 modules of 60 mins
<b>Delivery:</b>	Virtual classroom (5 - 20 people) Live webinars (up to 100 people)
<b>Suitable for:</b>	People leaders

### Course Overview

The manager plays a key role in creating a positive remote working environment. By role-modelling resilient behaviours they can nurture a culture characterised by high energy, focus, motivation, adaptability and strong relationships. Leading for Resilience is full of practical strategies, tools and techniques that will empower and enable managers to lead the way for healthy high performance.

### Course Outcomes

- Understand the benefits of leading and enabling staff wellbeing
- Recognise the early warning signs of a dip in wellbeing within remote teams
- Proactively support individuals who may be struggling
- Approach wellbeing conversations with confidence
- Role-model healthy high-performance behaviours
- Build a personal and leader action plan to support and prioritise whole team resilience

## Resilience Coaching

Unlock the power of healthy high performance

<b>Delivery:</b>	Virtual
<b>Duration:</b>	Tailorable
<b>Participants:</b>	1:1
<b>Suitable for:</b>	All employees



### Coaching Overview

In a time of unprecedented uncertainty and change, the individual challenges we face can impact us in very different ways. Some may be ready to meet the challenges of the new business landscape head-on; others may find themselves struggling to adapt. Whatever the circumstances, our highly skilled resilience coaches will work 1:1 with you to overcome challenges, transform the way you feel and build the high performing behaviors and thinking styles that unlock the best results. Drawing on the results of your personal [resilience psychometric assessment](#), they will deliver a tailored coaching programme that will truly drive the way forward.

### Typical Coaching Outcomes

- Insight into current strengths and areas of development
- Set meaningful goals
- Identify barriers and limiting beliefs
- Understand and overcome drains on energy
- Build confidence and motivation
- Access further support and development
- Develop a road map to move forward

## Further Resources

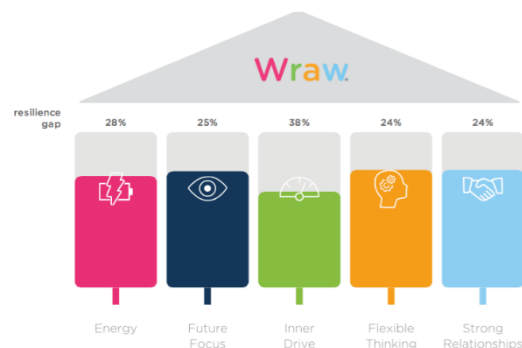
Deepen and extend your resilience programme with resilience psychometric assessments and toolkits.

### Resilience Psychometric Assessments

#### Data-driven resilience insight

Our resilience psychometric tool and survey, Wraw, gives data-driven insight into current levels of resilience and wellbeing. The personal [Snapshot Report](#) summarises an individual's current levels of resilience and provides a springboard for further development. It includes:

- Analysis of each of the 5 pillars of resilience
- Insight into resilience gaps
- High-level strategies for further development
- An action planning sheet
- A resource list for further support



Provide further support with a 30-minute coaching debrief with a certified Wraw practitioner.

### Resilience Toolkits

#### Dive deep into the 5 pillars of resilience

Packed full of insight, tools and techniques building, our digital Resilience Toolkits dive deeper into each of the 5 pillars: Energy, Future Focus, Inner Drive, Flexible Thinking and Strong Relationships.



Each Toolkit is between 10 and 12 pages long and includes:

- An introduction to the science and research behind the pillar
- Tried and tested resilience-building techniques
- Focused exercises to apply the pillar to your own individual context
- A list of further reading
- Signposts to websites and videos for further inspiration

The Toolkits may be purchased under licence and can be accessed via a dedicated page on our website.