



Resilience for everyone

Resilience Sponsorship Programme

Gain clarity of how to support the resilience of your organisation.



Resilience Sponsorship Programme Overview

The Resilience Engine is a leader in human resilience. Founded on ten years of research, The Resilience Engine team believe in making the benefits of resilience accessible to everyone.

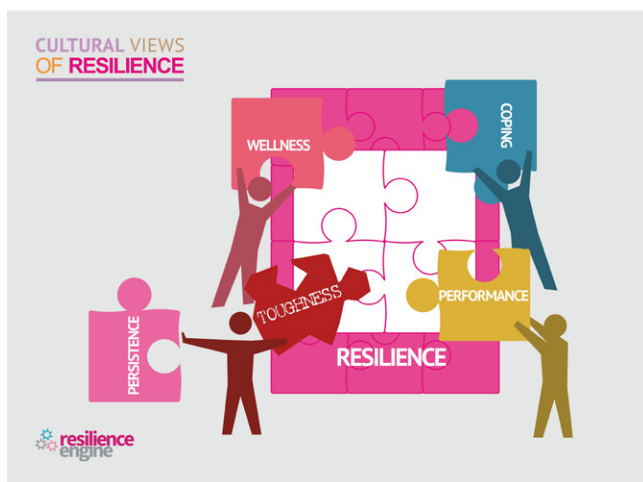
The Resilience Sponsorship Programme enables you as an internal sponsor of resilience to understand and apply the Resilience Engine resilience research to your own organisation. You can best match what individuals and teams need for their resilience, taking into account the organisation's capacity and culture.

The Resilience Sponsorship programme includes a half-day workshop covering the

basis of the theory, individual coaching for three internal staff who can then apply the theory for themselves, virtual classroom work on how to 'diagnose' on what is going on in the organisation and implications for resilience, plus analysis and recommendations based on the Resilience Engine diagnostic Survey Monkey that we send out to prospective participants. The programme is supported via a Resilience Engine Accreditation practitioner.

On completion, you and the others participants will feel confident to understand what resilience is and implications, and how to apply this thinking to their organisation.

Why Use the Resilience Sponsorship Programme?



As a leader in HR, Organisational Development or directly within the business, you will need to enable change in your people. But knowing what your people needs is a tricky business.

You might be really stuck in how to make change happen. If your people are just about managing to cope – or indeed not coping – then overwhelm may have overtaken performance

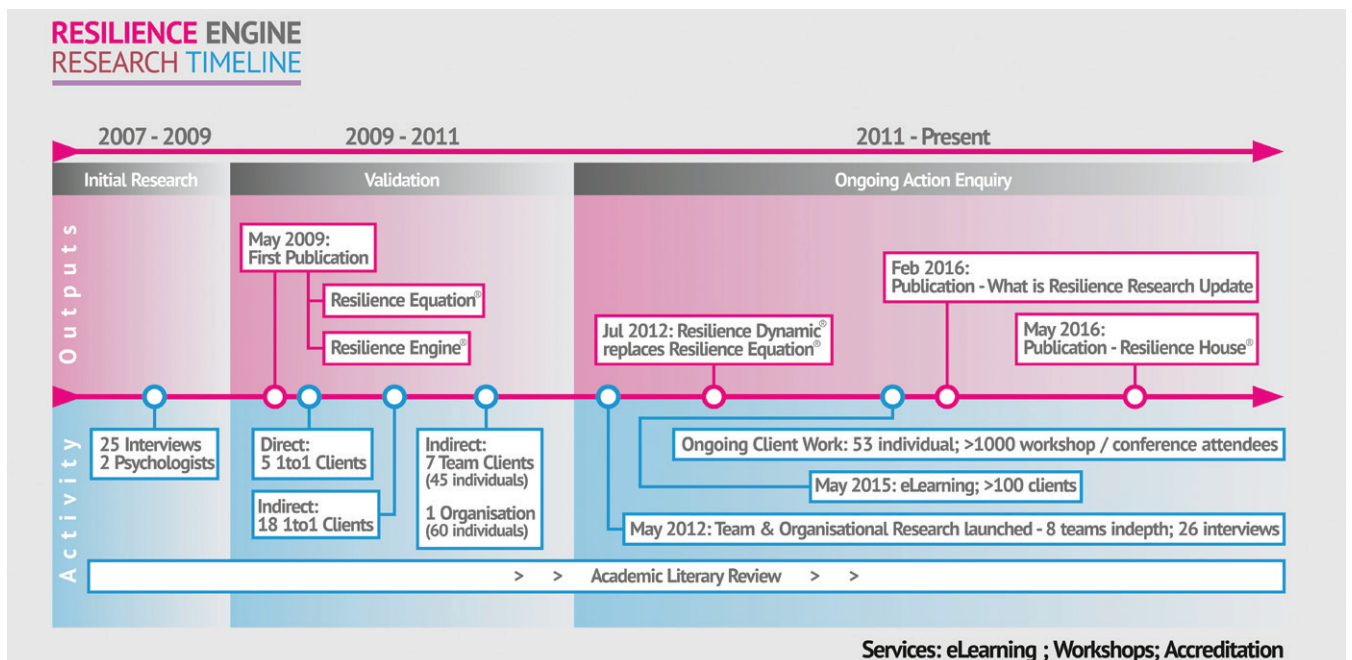
as the dominating force in the organisation. Resilience means learning to cope first, then extend to higher levels of performance.

You might have a real mix of performance in your workforce. You will need to consider different solutions for different performance levels.

You may have different contexts within which your teams have to operate. Contexts can dictate not just the pressure faced by people, but whether teams are reactive or proactive, operational or strategic, client facing or back end. All of this will affect the right solution for supporting the team's resilience.

The Resilience Sponsorship Programme will help you get clarity over how to enable high performance and wellbeing through resilience. The programme is set out to equip internal sponsors with the right knowledge, and right experience, so that the solutions you choose will work.

The Resilience Engine Research



Our extensive resilience research shows consistently that resilience is the capacity for change. The three main outcomes of resilience are: Adaptability, Sustained Performance and Wellbeing.

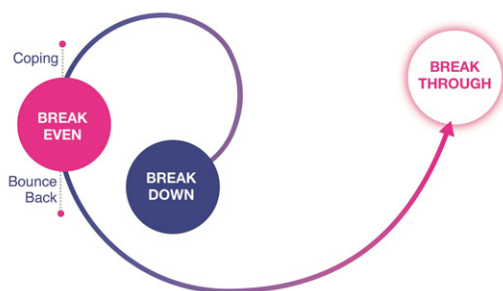
The Resilience development pathway for any individual, team or organisation will depend on the start point; resilience is a practice, and develops and extends step by step.

Resilience Engine Research Models

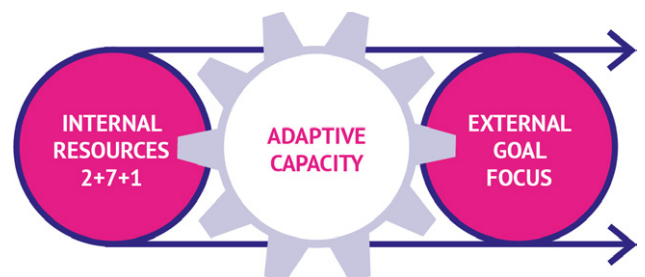
The Resilience Dynamic® is our most popular model, and is a map of different resilience states. Simple but deep, it can be used as a guide for evaluating and building the capacity for change.

We use a method for developing and sustaining personal resilience, based on The Resilience Engine®:

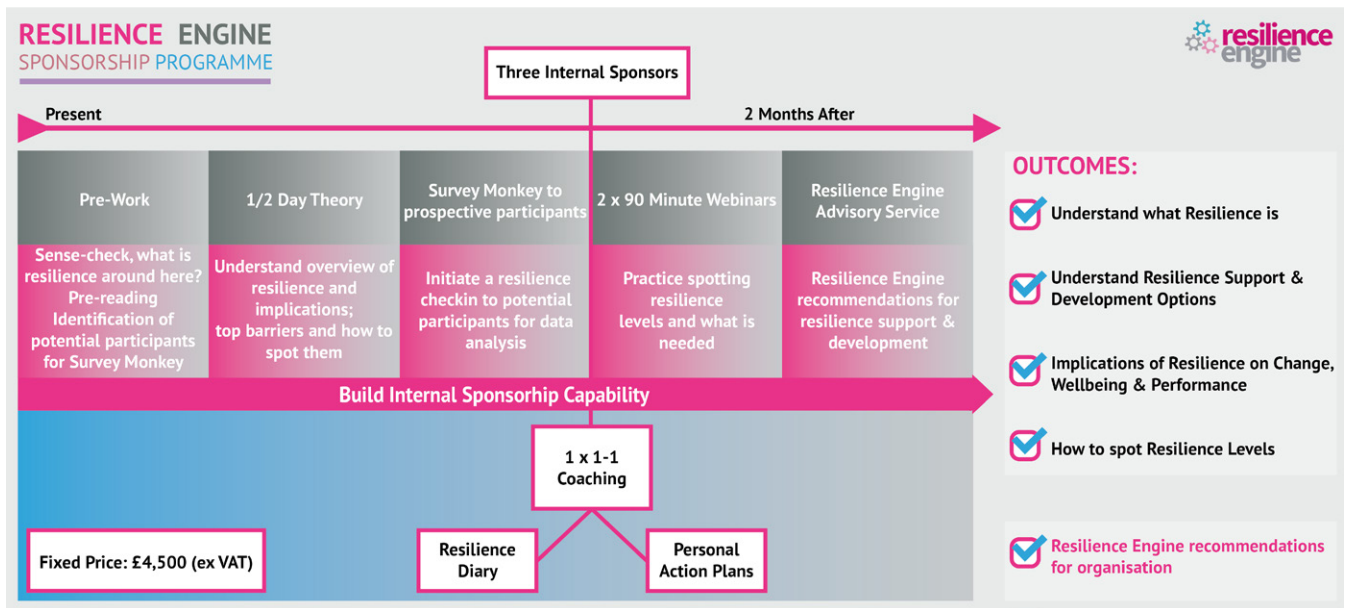
THE RESILIENCE DYNAMIC



THE RESILIENCE ENGINE



Resilience Engine Sponsorship Programme



How Context Really Matters

The Resilience Engine works to enable the organisation's resilience for real. We don't do a one-size fits all, but help you decide what is best for your context:

Organisational Challenge	Resilience Engine Solution
Finance Team experiencing overwhelming pressure.	1-1 coaching for boss; Resilient Manager Toolkit for all managers, with Resilience Made Simple for staff
Current wellbeing programme too tick-in-the-box.	Extension through to Being Well and Resilient through building internal capability via Accreditation Programme plus rolling out Resilience Made Simple. Sustainable support via internal accredited practitioners.
Senior leadership programme needing refresh to include resilience.	New module created in programme based on the Resilience Dynamic®; internal Accreditation Programme run for all coaches; peer group coaching support used for high touch/contextual support.

READY TO TALK?

If you want to enable resilience in your organisation but are not quite sure of the best options for you, try the Resilience Sponsorship Programme. To find out more or talk directly to one of our team: call 0131 332 3917, visit our website www.resilienceengine.com or email us info@resilienceengine.com