

Building Resilience at Work – Workshop Overview

by *Nadine Ryan Bannerman*

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This workshop helps you bounce back from adversity or change in your work while increasing your learning and capability.

Everyone experiences adversity at work, from major changes to downsizing and re-organizations in large companies to difficulties experienced by the self-employed. Resilient individuals bounce back from adversity more quickly with less stress and also increase their capability by learning new ways to deal with challenges. While some people are naturally resilient, research is showing that the skills that make us more resilient can be learned. Participants will learn practical skills for dealing with the negative impacts of adversity more quickly while increasing their learning and ability to deal with change and challenges in the work environment.

Who Should Attend

- Human resources professionals
- Entrepreneurs
- Managers and leaders
- Anyone wanting to develop a better understanding of resilience in the workplace

Topics

- Definition of Resilience
- Assessing your Own Resilience
- Impact of adversity at work such as conflict, change and financial reversals

- Establishing goals for increasing resilience
- Understanding Thinking patterns in order to create options
- Developing a realistic optimism
- Managing Emotions through adversity
- Managing Your Energy to increase quality, focus and flow
- Problem-solving during adversity
- Creating support
- Increasing your learning
- Coaching for resilience

Method

The seminar consists of a combination of presentation, discussions, case analyses, and practices. Participants will analyze and discuss actual adversity from their own experience. Reference material, structured worksheets and a bibliography are included.

Formats can be custom-designed to meet client needs (e.g., ½ day, full day, combined with a team-building, lunch and learn, two half-days with real life “homework” to apply on the job, etc.)

Instructor

Nadine Ryan Bannerman, M. Ed. (Adult Education) is an experienced organizational effectiveness consultant, facilitator and coach with an 18-year track



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record of helping teams in organizations work more effectively together and improve their business results. Nadine has a Master's Degree in Adult Education, and is trained in Negotiating and Conflict Management through the Harvard University Negotiating Project and the Centre for Creative Negotiating. Nadine has also trained with Dr. Martin Seligman, through MentorCoach, on coaching for positive change. Nadine has designed and presented many workshops, including Creative Conflict Resolution and Creative Negotiating. Nadine has worked with major oil and gas companies, academic institutions, financial institutions, and industry associations. For more information, visit www.ryanbannerman.com.