

# RESILIENCE & EMBRACING CHANGE

TEMPLAR ADVISORS

**Organizational change, and even setbacks, are part of life. Today's executives must be resilient to thrive in a fast-changing world.**

Understanding the dynamics of change and knowing how to navigate uncharted waters results in more agile and resilient employees who can effectively support their evolving organization. They need to withstand challenging circumstances to emerge stronger. Yet according to a global study, companies continue to report a lack of employee resilience that in turn leads to burnout.

Resilience is a fit psychological muscle that requires a growth mindset that embraces 'gains' through experiences of rebounding with strengths after setbacks.

## FRAMING SETBACKS AND CHALLENGES AS LEARNING EXPERIENCES SETS UP FUTURE SUCCESS

Developing a resilient mindset is future proofing the workforce to be better equipped to deal with adversity. It is that reserve strength that sustains and drives successful organizations.

- Applying the concepts of an open mindset vs a fixed mindset when faced with change increases engagement and productivity
- Increased resilience contributes to confidence, a sense of control over events, and improved employee interpersonal relationships

**Part 1. The dynamics and models of change:** understanding the components of change from the perspective of leaders and employees, and the understandable human responses to the unfamiliar allows participants to accelerate to a new normal.

**Part 2. Resilience Strategies:** employing a personal audit on four key resilience factors is essential to expanding one's overall adaptability to enduring and new situations.

**Part 3. Practical:** in groups, discuss and apply the strategies and mindset to real-life challenges.

## MODULE OUTCOMES

Templar's **Resilience & Embracing Change** course teaches participants how to pro-actively engage in change. They learn organizational models, such as The Kotter Model, which teaches the top-down approach to change. They also learn models such as Bridges and Kubler-Ross that teach classic individual behaviours that resist, and then embrace, change.

### FORMAT:

**Duration:** 2.0 hours

**Delivery:** Live or remote

**Group size:** 10-25

### PROGRAM OVERVIEW

Templar's Early Career Communications Series is designed by a team of facilitators with deep, hands-on expertise in sponsoring and delivering both as external vendors and internal Learning & Development practitioners.

Each course is practical, with table-top activities and exercises to ensure engagement and content retention.

The modules are stand-alone, yet also built to be delivered as a sequence according to client need.

Materials are white-label and can be aligned with broader junior employee engagement programs.

### ABOUT TEMPLAR

Templar Advisors is a global firm that focuses on all aspects of spoken communication in a business setting; from 1:1 meetings, to presentations, sales, team pitches, public speaking and negotiation. The firm offers skill based, practical training with video and peer review for maximum impact.

Key clients include large alternatives managers, major long-only asset managers, leading global investment banks, and multi-national corporates, as well as consultancies, law firms, and other professional service firms.