

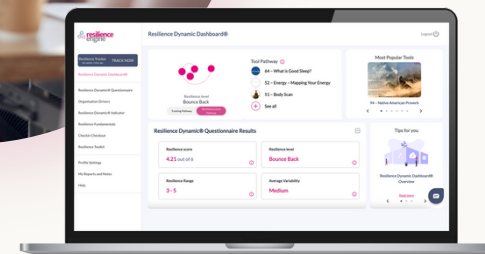
Resilience Pilot Programme Dashboard Enterprise



RESILIENCE
DYNAMIC
DASHBOARD

Game-changing
workforce
resilience at
every level.

COACHING



Googler Engagement experienced lower than average wellbeing survey scores, while teams struggled to handle change well.

After using Dashboard Enterprise with coaching for just 4 months in 2021, participants' resilience increased by an average of 20%. As a result of the pilot's success, Dashboard Enterprise is being rolled out across the Googler Engagement division globally in 2022.

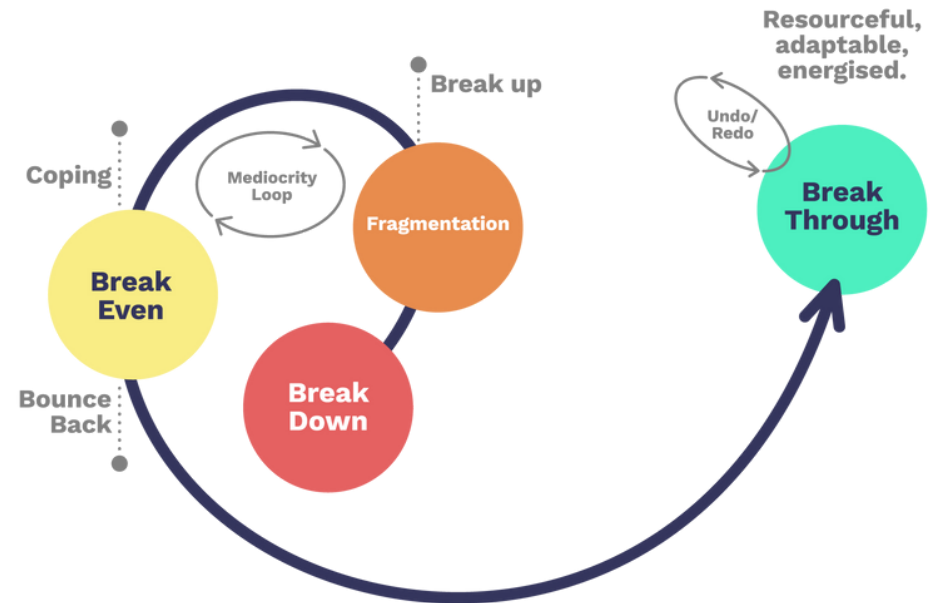
Googler
Engagement

What is Resilience?

Resilience is your capacity for change.

Workforce resilience is key to reducing stress, adapting to change, boosting your business, and re-energising your whole team. The Resilience Dynamic offers a window into this.

The Resilience Dynamic® model is the result of over 15 years of research. It shows the dynamic nature of resilience, going beyond the normal definitions of resilience like 'coping' or 'bouncing back'.



See it-Understand it-Optimise it Framework: Go at your own pace

Begin exploring your resilience to See, Understand, then Optimise it.

See resilience levels and drivers. Understand patterns and triggers. Optimise through resilience habits.

SEE IT

UNDERSTAND IT

OPTIMISE IT



The Challenge

Googler Engagement needed to address internal wellbeing survey scores which were consistently lower than elsewhere in Google.

They needed long-term, sustainable solutions to help their people manage change better and minimise overwhelm.

The Commission

To pilot Resilience Dynamic Dashboard® Enterprise alongside coaching for managers, to see the potential uplift in resilience and wellbeing.

Features used included:

- Resilience Dynamic® Questionnaire (RDQ) & Debrief
- Resilience Toolkit
- Resilience Tracker

The Approach

Between February-June 2021, 18 managers volunteered in an A/B test of Dashboard Enterprise.

Group A:

- RDQ & Debrief
- Daily resilience tracking
- Access to Toolkit

Group B:

- Same as Group A
- +
- 3 additional 1:1 coaching sessions

The Success Measures



Levels of individual resilience increases

Everyone embraces resilience day-to-day

The idea of resilience is spread so it becomes normal to talk about

It becomes ok to talk about your resilience with your manager - and how together you'll improve it

Our Impact



SEE IT



The RDQ & Debrief enabled all participants to evaluate their own resilience and identify any areas for improvement, while they monitored daily resilience drivers using the Tracker.

UNDERSTAND IT



All participants grew their understanding of resilience using the Toolkit and personalised Tool Pathways. Participants in Group B completed 3 additional coaching sessions.

OPTIMISE IT



Following the success of this pilot in 2021, Googler Engagement are embedding resilience by rolling out Dashboard Enterprise to 450 employees globally in 2022.

"I was able to see patterns that I could talk to my coach about & discuss ways to improve resilience."

"Great way to gain insight into yourself/your habits."

"The program paired with monthly coaching [...] helped me hone in on my opportunities & watch areas well."

"This has made me more effective at work, prioritisation & time wise."

"I have been able to [...] incorporate resilience as a structure in [...] processes so that my team can be better supported to become resilient."

"It has made it a norm to talk about resilience [...] with my manager & teammates."

92%

found their Debrief conversation beneficial in understanding their resilience better

100%

of Group B found ongoing coaching highly impactful, with an average resilience increase of 20% compared to 8% in Group A

90%

of participants increased their resilience score by between 5-40%

85%

found the Resilience Tracker brilliant for becoming more self aware of their patterns

94%

found the programme excellent and would recommend to others

65%

decrease in resilience drains

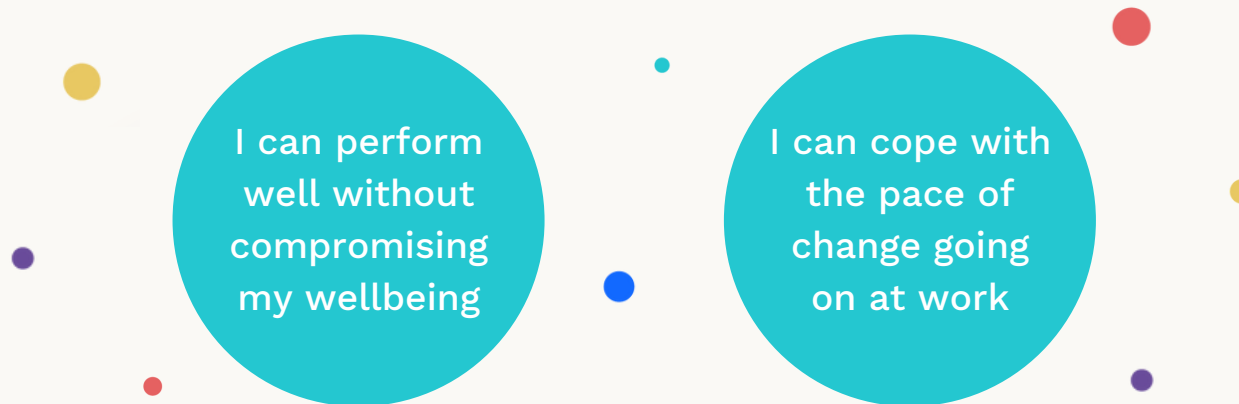
59%

increase in resilience Secure Areas

Next Steps

In 2022, Googler Engagement will be rolling out Dashboard Enterprise and coaching for managers across the division globally.

Googler Engagement will be closely monitoring two key measures of success; with an uplift expected in agreement with the following statements:



How might Dashboard Enterprise help you to See, Understand and Optimise resilience across your organisation?

Our Solutions



Our game-changing workforce solutions transform performance and wellbeing.

Resilience Dynamic Dashboard®

Dashboard Solo

The solution for all leaders and managers wishing to invest in adaptability, resilience and wellbeing.

Dashboard Team

The solution for all teams wishing to shift their ability to operate in challenging and changing circumstances. An individual and team level dashboard with key data insights.

Dashboard Enterprise

The solution for any organisation committed to leveraging resilience and wellbeing to service the organisation's goals and its people, using real-time data across teams, the whole workforce, and the enterprise.

Resilience Dynamic® Coaching

1:1/Group Coaching

The solution for all leaders and managers wishing to accelerate and deepen their adaptability, resilience and wellbeing.

Resilience Skills For Managers

The solution for managers and leaders committed to boosting both the performance and wellbeing of themselves and their teams through 6 weekly sessions.

Accreditation Programme

The solution for experienced, regularly practicing internal or external coaches, or OD professionals who want to incorporate and hone how to enable resilience in their practice. Run as an open programme in partnership with the AOEC and as an in-house programme for any organisation.

Contact Us

Want to know more?

If you are interested in the Resilience Dynamic Dashboard® for yourself, your team or organisation, book in a demo with us today to see how you can boost your resilience!

Get in touch with us via info@resilienceengine.com where one of our team will be able to discuss your needs with you.

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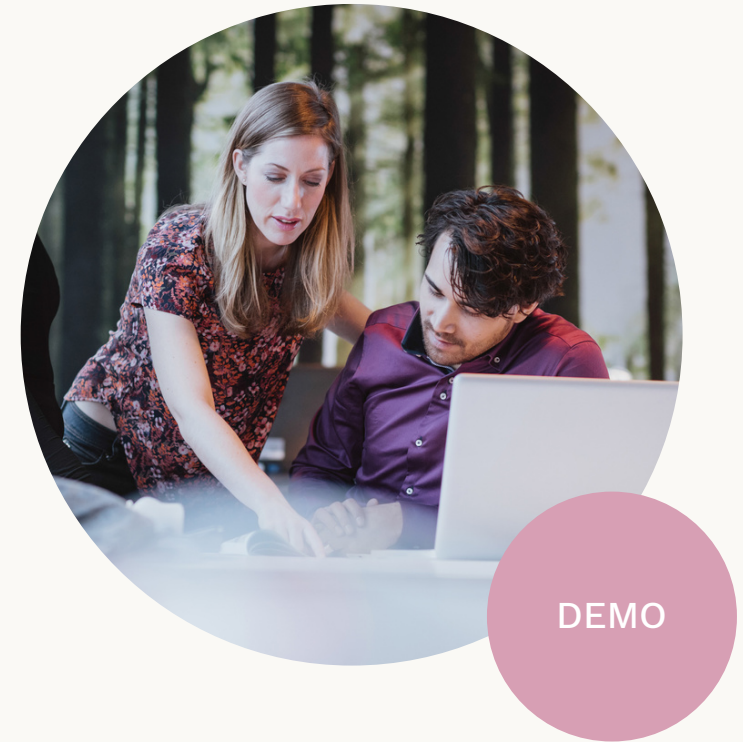
Get in touch via email

2.

Talk to us about your needs

3.

Use the dashboard for real



info@resilienceengine.com
resiliencedynamic.com