

Resilience Programme Resilience Dynamic® Questionnaire and Coaching



Merchant Cantos



After experiencing incredible growth, female leaders at MerchantCantos were faced with high energy but also high pressure as they managed this complex change.

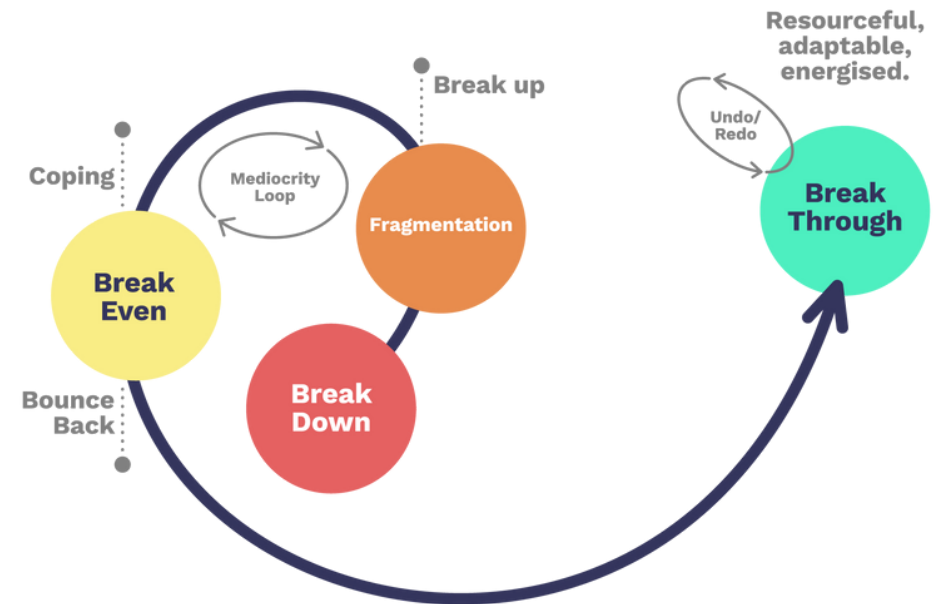
The Resilience Dynamic enabled them to See, Understand and Optimise resilience as individuals and as a group, and create strategies to improve adaptability to change.

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

MerchantCantos needed to enable greater adaptability to extreme change after experiencing rapid high growth.

They sought solutions to support female leaders in resilience as part of the Female Leadership Programme, in which resilience as a key to enable adaptability and change is one of the central topics.

The Commission

To provide focused support for all female leaders in the Female Leadership Programme as they explored their leadership style and impact.

The Resilience Dynamic Solutions fostered a deep exploration of both individual and group resilience, providing strategies to support improved adaptability to change within MerchantCantos.

The Approach

Throughout 2019 we supported MerchantCantos' female leaders in resilience using a combination of Resilience Dynamic services:

- Resilience Dynamic® Questionnaire (RDQ) & Debrief
- Two Resilience Dynamic® Coaching Workshops

The Success Measures



Senior female leaders explore their leadership style and impact, all in relation to resilience



Individual resilience improves through learning and understanding of personal drivers, before group resilience is explored in-depth



Processes to support better adaptability to change are implemented across the organisation

Our Impact

SEE IT



Female leaders increased awareness of their personal resilience levels and implications through the RDQ report, before gaining further insight into their resilience opportunities in individual debrief sessions with a coach.

"My resilience has positively changed as a result of this. Firstly, I now know what it means so I can measure it."

"[The RDQ widened] my own self-awareness especially in relation to purpose and goals."

"I now ensure I recognise the essentials of resilience and ensure I look to acknowledge them and consider them when I plan my life."

UNDERSTAND IT



Two workshops enabled the female leaders to share and explore their resilience as a group using the Resilience Dynamic theory and tools. This grew understanding of how resilience relates to their leadership styles through times of change.

The group of leaders benefitted from strong trust and psychological safety, enabling them to consider the barriers to their resilience, as well as the drivers, in-depth.

"The supporting material is excellent and even having studied this I found it informative and yet another layer of understanding to integrate."
- HR Director

OPTIMISE IT



The group applied their understanding of resilience theory and tools to processes which could support resilience, and thus adaptability to change, across their teams at MerchantCantos.

A Resilience Action Plan was created collaboratively to share the insights and ensure resilience and wellbeing were optimised across the organisation beyond the programme.

This plan included:

Better planning of capacity vs demand

Better processes for communication between different divisions

Support for wellbeing strategies

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.

How might the Resilience Dynamic Solutions help you to See, Understand and Optimise resilience across your 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.

1.

Get in
touch via
email

2.

Talk to us
about your
needs

3.

Use the
dashboard for
real

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