

Inspiring Resilient Teams

In partnership with: **McChrystal Group**

Intended Audience	Senior-Level	Delivery Options	• Virtual
HR Competencies	<ul style="list-style-type: none">• HR Expertise (HR Knowledge)• Global & Cultural Effectiveness• Leadership & Navigation	Recertification*	SHRM: 14 PDCs

Program Overview

Creating a workplace with resilient teams is critical to the success of any organization. Given the unexpected challenges and obstacles that most organizations face, the workforce needs to be resilient by quickly being able to withstand, stabilize, and recover from difficult situations, while balancing the tension between stability and ability. This program can help your teams do just that by providing them with the methods and their practical application through discussions, activities, networking, and a personalized capstone project with expert coaching.

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Define ways to establish a stable foundation that provides a sense of purpose, optimism and focus
- Explore methods to strategically connect your people to encourage information sharing and foster trust to create a high performing team
- Discuss how to inspire action through the environment, experimentation and empowerment
- Analyze your current team for opportunities to increase resiliency across stability, connection and agility

Program Format and Content

This program includes the following experience:

Pre-work – 1 hour

- Resilience vision icebreaker prework

Topic 1 – Ensure Stability

- Resilience brainstorming activity discussion
- Team resilience model overview
- Techniques to ensure stability
- Common purpose
- Critical behaviors
- Compelling communication



*Visit shrm.org/educationalprograms for the most up-to-date recertification credit details.

- Offline work:
 - Complete SWOT on Ensure Stability
 - Articles and/or videos

Topic 2 – Enable Connection

- Review action plans
- Self-evaluation of team connection
- Techniques to strengthen connections with the right balance
- Create connection opportunities
- Map the network discussion and activity
- Voicing up discussion
- Offline work – 30 minutes
 - Complete the SWOT on Enable Connection
 - Articles and/or videos

Topic 3 – Enhance Agility

- Map out the network discussion
- Agility techniques
- SWOT analysis activity
- Examine the environment
- Enable experimentation
- Empower employees
- Fireside chat with guest speakers

Capstone Project (self-paced)

- Complete the SWOT on Enhance Agility
- Review all three SWOTs, compile into one and create a prioritize action plan of what to start, stop and continue

Coaching call to discuss capstone project

Schedule:

Session	Module #	Module Title	Time Frame
Week 1			
Session 1	Topic 1	Introduction Ensure Stability	90 minutes
Session 2	Topic 1	Ensure Stability	90 minutes
Week 2			
Session 3	Topic 2	Enable Connection	90 minutes
Session 4	Topic 2	Enable Connection	90 minutes
Week 3			
Session 5	Topic 3	Enhance Agility	90 minutes
Session 6	Topic 3	Enhance Agility	90 minutes
Week 4			
Session 7	Topic 3	Fireside Chat	60 minutes
Session 8	Coaching	Capstone Project	60 minutes