

# Prepare for Takeoff: Building Your Leadership Resilience Capability

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# Activity: Raisin Meditation

(Greater Good In Action, n.d.)

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# Learning Objectives

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## Understand

Understand how you react to change and the impact your reaction may be having on organizational outcomes.



## Access & Use

Access and use a set of practical tools and techniques to build personal resiliency.



## Describe

Describe strategies for understanding how others may react to change and how to engage them.

# Agenda



Definitions



Typical Reactions to Change



Developing Personal Resilience



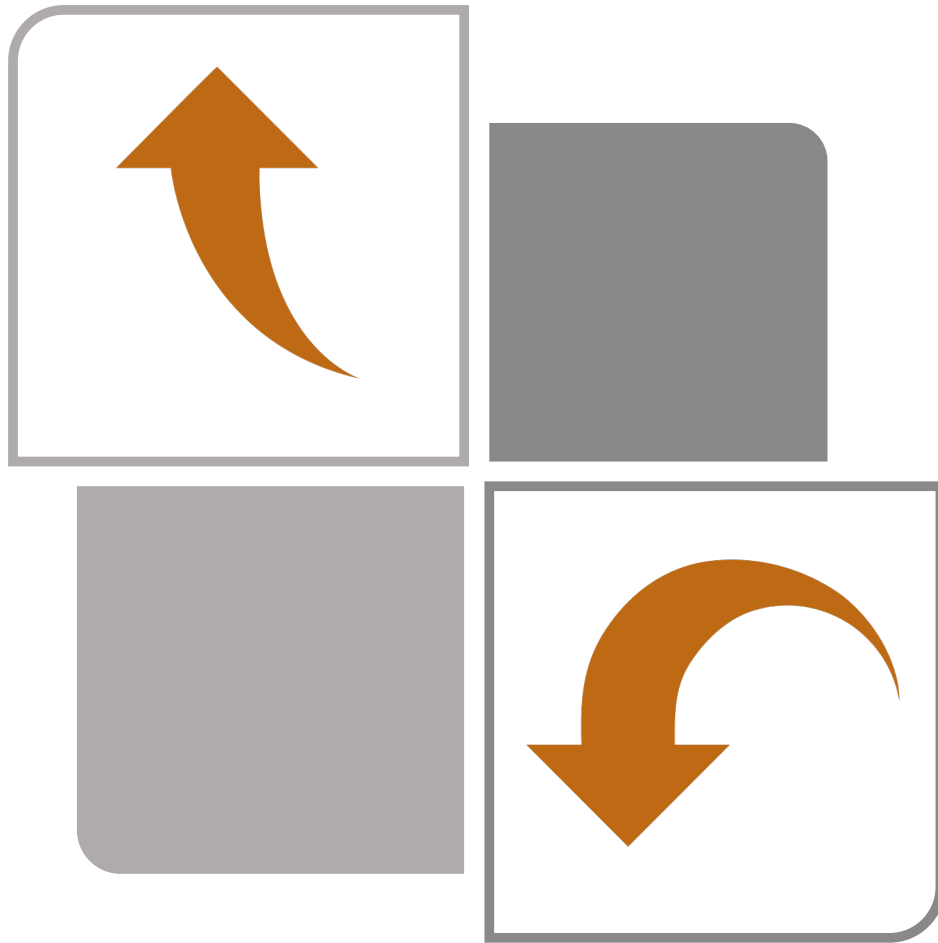
Developing a Resilient Team



Resilience Building Strategies (throughout)

# Definitions





# Activity: The Ups & Downs of Change

(Smith, 2018)

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# Typical Reactions to Change: Diagnosing Yourself & Your Team

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1

Identify changes that have affected you at work recently.

2

On your handout, assess your normal reaction to change from 1 to 4, with 1 being most like you and 4 least like you. Use each number only once.

3

Complete the exercise again diagnosing a direct report or colleague who normally responds to change in a different way than you.

(Boyd, n.d.)

# Building Resilience Technique

3 Good Things

(Greater Good In Action, n.d.)





Leaders can make or break an organizational change effort

(Hefferman, 2017)

# Watch Outs

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Leading  
Passively



Leading in  
Isolation



Focusing on the  
Small Stuff

(Bendixen, Campbell, Criswell & Smith, 2017)

# Developing Personal Resilience

(Nourse, 2019)

- Maintain Your Physical Resilience
- Build & Sustain Your Network
- Reflect on Your Vision & Purpose
- Develop Your Coping Strategies
- Understand Your Strengths
- Leverage Your Emotional Intelligence

# Building Resilience Technique

Use Your  
Strengths

(Greater Good In Action, n.d.)

# Developing a Resilient Team

(Ledesma, 2014)  
(Nourse, 2017)





Where do  
we go from  
here?

# Let's Keep the Conversation Going

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## References

# Leadership Resilience Toolkit

