

# Personal and Team Resilience

*Strengthening leaders. Cultivating agile, flourishing teams.*

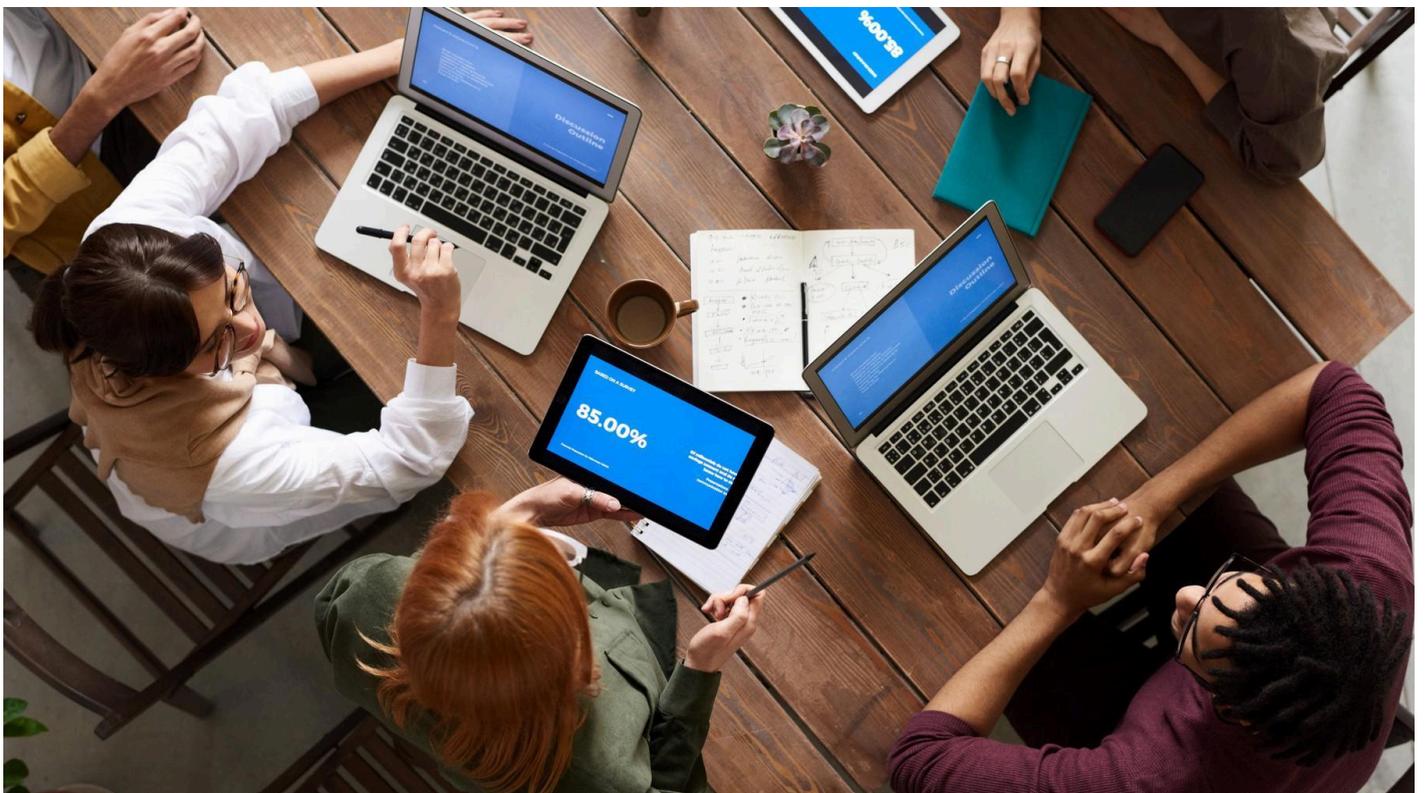
Format: Corporate in-house program (In-person or online)

## Overview

Resilience - the ability to bounce back from setbacks and persist in pursuing worthy goals - is crucial for leaders and high-performing teams. Resilient individuals excel in problem-solving, crisis management, and inspiring teams through change and uncertainty (Payne, 2023).

This program focuses on developing cognitive, emotional, social, and self-care skills needed to enhance personal resilience in the workplace. It will also explore factors contributing to team resilience, including effective leadership, contingency planning, and capacity building.

In addition, we will address six factors that contribute to low resilience in the organization. We will train participants to build flourishing teams by fostering psychological safety, sustainable work, a mastery-focused motivation, and adaptive leadership.



## Key Takeaways

- Master skills to enhance personal resilience: stress appraisal, optimism, problem-solving, psychological flexibility, and social capital.
- Learn the strategies and tools to manage cohesive teams, foster cooperation, mitigate toxic behavior, and promote sustainable work.
- Apply six principles to build resilient teams.
- Develop the skills to enable your team to handle a volatile, uncertain, complex, and ambiguous (VUCA) world.

## Benefits of the Workshop

- Equip leaders and HR professionals with tools for sustaining high performance, engagement, and motivation.
- Enhance the resilience and well-being of leaders and teams.
- Catalyze positive changes in leadership and team culture.

## Who Should Attend

This program is designed for executives, managers, and HR professionals dedicated to fostering a thriving company culture where teams and individual employees can excel.

It is ideal for leaders aiming to develop and maintain high-performing teams while ensuring employee well-being.

## Investment: Two Packages

### I. Intro Package: Three-hour Intro Session

#### What You Will Learn:

- Increase personal resilience and manage chronic stress
- Appraise adversities as challenges, maximizing opportunities
- Create a psychologically safe team culture
- Optimize team performance by leveraging individual strengths

### II. Five Half-Day Sessions: 3.5 Hours per session

#### What You Will Learn:

Includes everything from the Intro Package, plus:

- Skills to enhance optimism, psychological flexibility, resourcefulness, and social capital
- Identify and counter four thinking traps
- Develop adaptive leadership, contingency planning, and capacity building

- Address the six major causes of low team resilience

## Sample Schedule: 5 Half-Day Program

*Note:* Sessions do not have to take place on consecutive days

DAY 1	DAY 2	DAY 3	DAY 4	DAY 5
8:30am to 12nn	8:30am to 12nn	8:30am to 12nn	8:30am to 12nn	8:30am to 12nn
Overview of the program	<b>Resilience skills:</b> <ul style="list-style-type: none"> <li>• Psychological flexibility</li> <li>• Optimism</li> <li>• Social capital</li> </ul>	Framework for building resilient teams	Factors that lead to low team resilience	Case presentations and debrief
Understanding adversity		Capacity building and contingency planning	Strategies to address low team resilience	Sustaining well-being in the workplace
Stress appraisal and coping styles	The four thinking traps			

## Program Facilitators



**Yasmin Gonzales**  
**Co-Founder | Partner**  
 Peak Performance Consulting Group

Yasmin has a Master (ALM) degree from Harvard University, in Industrial-Organizational Psychology where she received the Dean's List Academic Achievement Award.

Her research interests include intrinsic motivation, personal and team resilience, social influence, and leadership.

In addition to her consulting work, Yasmin serves as an adjunct faculty member at the Asian Institute of Management (AIM), where she teaches courses on social influence and motivation.



**Joanne Endaya**  
**Co-Founder | Partner**  
Peak Performance Consulting Group

Jo holds an MBA from Queen's University, with expertise in operations and people management.

Her mission is to help individuals discover their value and self-worth, aiming to make them better and happier.

Additionally, Jo is a business owner and yoga teacher. She co-founded Happy Helpers, a professional cleaning company that provides livelihood for urban poor communities in Taguig.

## Contact Information

**Learn more about this program: Schedule a free consultation call**

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