

Resilience and Agility

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The Challenge

Organisations are only as resilient and agile as the people within them. Today's change is constant, fast paced by high rates of technological advancement and sometimes in the eyes of staff relentless. Pushing them further towards a sense of change fatigue.

Overwhelm and the inability to cope affects 83% of UK 18-24 year olds. And 65% of 55 years and above. 74% of UK adults have felt so stressed at some point over the last year they've felt overwhelmed and unable to cope. Source: Mental Health.org

When in overwhelm we humans don't work so well. Our pre-frontal cortex finds decision making, and emotional and social connection challenging. Innovation takes a back seat and we fall into survival and coping modes. Often we need more resources and support to prevent our mental and physical health suffering and subsequently our work performance.

So what are we doing to help organisations address this challenge and take further what they have already achieved?

Resilience and Agility



What

Resilience: The ability to recover quickly from challenge, difficulty and change.

Agility: The ability to move, think and understand quickly.

Within these sit layers of other traits that include, psychological, emotional and physical flexibility, curiosity, state management, gratitude, innovation and empathy.

The intensity and complexity of today's work and how sometimes these affect our wellbeing, life balance, stress and ability to bounce back is considerable. By physical health standards we now have epidemics of anxiety and depression. Affecting 6 million people in the UK.

Why

With working hours in the UK some of the longest in Europe, fortunately there are resources available to offer people and their organisations the capacity to build greater resilience and agility before burnout.

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How does it work?

Well proven personal and collective strategies are essential for resilience and agility. If you would like to explore the range and power of these then contact Glenn Bracey, where he will answer any questions you might have and introduce this field of work.

Our team, led by Glenn will introduce you to the theory and concepts and then work with you to develop a bespoke approach which involves:

- Identifying which teams, departments or functions will be involved in the project
- Introducing specific, proven models that structure resilience and agility
- Creating bespoke programmes of learning to fit your organisational culture
- Promoting social learning and exchange so participants can share their experiences, learning, insights and value
- Introducing simple feedback loops and measures so people can self report throughout and the organisation can track progress against relevant KPIs.

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Right for my organisation now

Organisations are often attempting to work at constant peak which ultimately becomes unsustainable. Burn out, disappointing performance and absenteeism surface.

An intention and strategy to work at root cause before these happen might be of interest.

You may want to consider Resilience and Agility with Future Vision if...

Longevity in your market is of importance

You would like to attract and retain the best talent

Change is fast becoming or already is constant

You recognise some of your engagement, performance or absenteeism issues are stress related

Your organisation has just gone through considerable change

New operating models and procedures are imminent



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