



Building Personal and Organizational Resilience

Building Personal and Organizational Resilience is a program to build your awareness of the factors that impact your resilience at work and that collectively - with that of your colleagues - create a culture of organizational resilience.

In this program you will look at an array of organizational strategies that build either a progressive or a defensive resilience culture. You'll share experiences with your peer group and gain frameworks, models and tools to help you lead your organization through incremental change as well as through times of turbulence.

This program draws on bang-up-to-date organizational learning from around the world.

How do I know I should attend this workshop?

1. Have you been concerned at your organization's approach to survival through the pandemic?
2. Have you yourself been anxious and wished you could feel more resilient?
3. Would you like to get a better understanding of how other organizations have not only withstood turbulent times, but have managed to thrive in spite of them?
4. Would you like to lead your team in a way that helps them manage adversity better together?
5. Do you want to have frameworks and tools up your sleeve for such times?

If you answer yes to most of these five questions, then this workshop is for you.

What will I do?

You will:

- Scrutinize preventative versus progressive strategies designed to reinforce organizational survival
- Work with Tension Quadrant to understand different approaches to sudden disruption
- Become aware of the Five Coping Strategies that become cultural responses
- Coach your peers and be coached using the iOpener Resilience Matrix
- Gain practical insights into organizational resilience best-practice from organizations around the world which survived turbulent events of the past decades

What are the outcomes?

By the end of this workshop you will:

- Feel much better resourced and more confident to lead your organization through difficult times
- Decipher which kind of a copier you are
- Have gained an appreciation for the array of coping mechanisms that different people operate and how to guide them to an optimal, best-practice response
- Have understood how to protect yourself and your organization from resilience depletion



- Bolstered your organization's long term survival

How do I prepare?

- Reflect on the situations/challenges/adversities that require you've experienced in your career to date, that required you to draw on your resilience.
- Think of examples of organizations that have failed or thrived during difficult times

Who is iOpener?

We develop people and organizational performance through the power of happiness at work.