



Resilience Coaching from Insocius

**Develop and nurture your capacity
to adapt and embrace change**

The ability to adapt is central to success today. Building the capacity to adapt, or resilience requires us to challenge our mindset and ways of working.

Our resilience coaching programmes equip leaders and teams with the ability to adapt and resilience that leads to higher-level performance.

Resilience Coaching

We offer resilience coaching for leaders and teams that develops effective strategies to manage complexity and change.

Using the *Resilience Dynamic™* method, we work with individuals and teams looking to build resilience ahead of change, enabling effective transitions; and we support those in the midst of change to maintain energy, focus and motivation through times of upheaval.

Resilience for teams

Diagnostic – Team Workshops - Evaluation



Diagnostic

- 30-minute interviews with each participating team member to assess resilience levels across the team and determine needs.



Team Workshops

- Series of short workshop that challenge the team to think deeply about how they can build capacity for change and resilience.
- Workshops cover minimal levels of theory and include exercises that enable the team to explore what impacts their capacity for change and identify strategies they can embed in their work.



Evaluation

- Final workshop allows the team time to reflect on their progress and explore ways to deepen their resilience further.

Resilience for individuals

Diagnostic – Executive Coaching - Evaluation



Diagnostic

- 30-minute listening session with line manager to agree objectives for resilience coaching.
- 1-hour exploratory session with individual to assess resilience levels and agree objectives for executive coaching.
- Facilitation of 30-minute contracting session between line manager and coachee to confirm objectives and outcomes.



Executive Coaching

- 6 sessions of virtual one-to-one coaching and supportive challenge to explore personal resilience barriers and use of resilience approaches that build adaptive capacity.
- Use of coaching journal to support reflection and learning.



Evaluation

- 45-minute debrief with line manager and coachee to reflect on learnings and impact

What our clients say

From the start, I was engaged and felt energized and hopeful in a way that I hadn't in almost 18 months. The coach asked all the right questions, gave me things to think about and new perspectives. Most of all, she helped me understand how to reframe my disappointment which was getting in the way of my resilience and "top off" my stores of resilience in areas of my life which are so very important to me now.

Global Senior Leader, Pharmaceutical Organisation

We are fatigued from COVID, and our team has been more impacted than others. We've learned that we need to pause. Resilience is about recharging, not enduring. We are enduring...we are a bunch of optimists, but we need to keep this in balance and pay closer attention to our well-being if we are not going to burn out.

Global Finance Team, International Region, Biopharma Organisation



100% favourable feedback following workshops that:

- team is confident it has a plan that will further strengthen its resilience levels
- team can immediately apply what they learned in the workshops in their daily work
- team understands more about how to improve their resilience in the future should they need to
- Team agreed the workshop was well structured and facilitated

These sessions went beyond my expectations. We need to do more of this.

Personally, I really enjoyed the workshop and the team only had very positive comments about it.

