

BUILDING RESILIENCE IN HIGH PERFORMING TEAMS

MINI WORKSHOP INTRO

Resilience is fundamental to your team's ability to bounce back from setbacks and challenges. It's about adapting and growing stronger in the face of adversity, which is essential for maintaining high performance in your SME work environment.

This guide provides quick guidance for any team member of any team to run a workshop on: **Building Resilience in High Performing teams.** (of course adaptations/tweaks can be made to suit individual SMEs or teams..you know your business better than we do!)

Workshop Objective: To equip team members with practical strategies and tools to enhance their resilience, enabling them to adapt to challenges/set backs and maintain a positive mindset to continue to excel in their role.

SECTION 1 (10 MINS): INTRODUCTION

Welcome participants and introduce the topic of resilience.

Outline the workshop's objectives and agenda (as above)

Engage participants with a quick icebreaker question:

"Share one quality you admire in someone who is resilient." (could be in the team or someone they know)

SECTION 2 (10 MINS): UNDERSTANDING RESILIENCE

As the facilitator, discuss what resilience means and why it's important both personally and professionally.

Highlight the key attributes of resilient individuals:

- Emotional awareness
- Positive outlook
- Solution-focused thinking
- Adaptability

SECTION 3 (10 MINS): IDENTIFYING STRESSORS

Facilitate a discussion on what are some of common challenges/set-backs that occur in the team.

Ask participants to share their thoughts, maybe pop them onto a sticky.

Create a safe environment for sharing by assuring confidentiality and respect.

SECTION 4 (15 MINS): RESILIENCE STRATEGIES

Open a discussion on the listed strategies: **How could these help someone be more resilient?**

- Building a support network
- Practicing mindfulness and self-care
- Having strong personal or business goals
- Embracing change and viewing setbacks as learning opportunities

Split the group if large and after 10 minutes, have each group present their strategy and key takeaways to the larger group.

SECTION 5 (10 MINS): ACTION PLANNING

Invite participants to reflect individually on their 'stressors'; in their role and how the strategies just discussed might be able to support them to be even more resilient.

Provide them with a worksheet to jot down:

- One resilience strategy they will implement in the coming week.
- A specific situation where they can apply this strategy.

Encourage sharing in pairs if time permits.

SECTION 6 (5 MINS): CONCLUSIONS & FOLLOW-UP

Recap key points discussed in the workshop.

Encourage participants to support each other in applying their strategies (building on their networks, discussed above!)

Offer to have a follow-up session to discuss progress in a month or check-in via email or any other relevant method.

STUFF NEEDED

Flip-chart / Pens / Stickys / Maybe design a simple handout to help facilitate discussion

FACILITATOR TIPS

Create a Safe Space: Emphasise confidentiality to promote open and honest communication.

Encourage Participation: Make sure everyone has a chance to contribute, especially during discussions.

Be Relatable: Share your own experiences with resilience to build rapport with the team.

Focus on Positivity: Keep the atmosphere positive and constructive, even when discussing challenges.