

SIY Adaptive Resilience Series

“Focus. Adapt. Thrive.”



Some of the latest neuroscience and behavioral research suggests that resilience - the ability to recover from adversity, adapt and thrive - can be systematically developed as a set of skills, especially in challenging times.

This virtual program will enable participants to build the useful behaviors, mental habits and micro-practices that promote personal resilience and also grow a culture of resilience within teams and organizations.

The virtual sessions are structured into three modules that offer simple, practical and applied tools for building resilience and thriving especially in challenging times / environments. The modules are designed to grow participants' capacities to manage stress and sharpen focus, exercise agility in the face of adversity and grow personal, team and organizational change-readiness. The topical modules are:



Module 1: Developing Clarity

Managing stress and overwhelm, and staying focused in difficult and uncertain times.

Module 2: Shifting Mindsets

Mindsets and skills for adaptability and creativity in the midst of uncertainty and complexity.

Module 3: Influencing Change / Building Trust

Creating a change-capable culture by growing empathy and psychological safety in your team and organization.

In each of the modules, emphasis will be placed on concrete and practical skills and tools that participants can implement immediately to boost resilience.

Participants will also receive access to a digital resilience toolkit to enable ongoing learning and skill sustainment upon completion of the Adaptive Resilience training.

See session outlines for each of the modules below.



Session Outlines

Module 1: Developing Clarity

Managing stress and overwhelm, and staying focused in difficult and uncertain times.

Learning Objectives

1. Equip yourself and the team with tools for staying calm and working with difficult emotions in the midst of adversity
2. Develop the skills for harnessing mental clarity and focus in uncertain and ambiguous times

Session Outline

1. Welcome and interactive connection + Opening practice
2. Understanding our responses to adversity:
 - a. The neurobiology of stress
 - b. Emotional response to change
 - c. Interactive exercise
3. What to do?
 - a. Working with the neurobiology of the stress response
 - b. The role of attention, awareness and mindfulness in mitigating stress
 - c. Cultivating skills:
 - Focused Attention training
 - Three Center Check-in practice
 - Responding skillfully (vs. reacting)
4. Application / Integration (breakouts/discussion)
5. Closing

Outcomes: Tips and techniques for staying calm and working with difficult emotions together with practices to develop mental clarity and focus in difficult times.



Module 2: Shifting Mindsets

Mindsets and skills for adaptability and creativity in the midst of uncertainty and complexity.

Learning Objectives

1. Grow capacity to adapt in the face of major disruptions in work and life
2. Broaden perspectives to transition from negativity biases to growth mindsets
3. Increase creativity and define new possibilities

Session Outline

1. Introduction
 - Understanding Mindsets
 - Humans don't like change - How we develop the "negativity bias"
 - Impact of negativity bias
 - What to do? Deepen Clarity - Shift Mindsets - Define Possibilities
2. Deepening Clarity
 - Positive and negative mental states: above the line and below the line
 - Experiential reflection exercise & micropractice
3. Shifting Mindsets
 - From Fixing to Learning: Reframing Practice
 - From Resistance to Acceptance: Self-Compassion Practice
 - From 'Not-enough' to Gratitude: The role of gratitude in building resilience
4. Defining Possibilities
 - Ideation exercise: Revisiting current challenges from above the line
5. Closing

Outcomes: Build skills and capacities for effectively adapting to change, boosting creative problem-solving and staying agile in a VUCA world.



Module 3: Building Trust

Creating a change-capable culture by growing empathy and psychological safety in your team and organization.

Learning Objectives

1. Understand the role connection can have in building trust
2. Grow capacity to exercise empathy and compassion in challenging times
3. Understand psychological safety and how to integrate it into your team and organization especially during times of difficulty and massive disruption

Session Outline

1. The Trust Equation
 - Building connection as a source of trust
2. Cultivating empathy
 - Understanding different responses and needs to change
 - Interactive exercise
3. Nurturing psychological safety
 - Psychological safety overview
 - Fostering inquiry and curiosity
4. Team practices that build empathy, connection and safety
5. Application / Integration (breakouts/discussion)
6. Closing

Outcomes: Actionable skills for growing empathy and psychological safety in order to create an agile, change-capable culture in teams and organizations.



List of Exercises

Module 1

- Arrival practice - a few minutes of mindfulness grounding
- Journaling: Your Emotional Response to Uncertainty
- STOP Practice: applying Mindfulness in moments of acute stress or overwhelm.
 - **Stop & Take a breath:** Focused Attention training (meditation & micropractice)
 - **Observe:** Three Center Check-in practice (meditation & micropractice)
 - **Respond:** Responding skillfully (journaling)
- Paired conversation: Integrating these practices into your life

Module 2

- Arrival practice - a few minutes of mindfulness grounding
- Above the Line & Below the Line Meditation
- Paired conversation to process the exercise
- Above the Line & Below the Line Micropractice
- From Fixing to Learning: Reframing a Situation Journaling
- From Resistance to Acceptance: Self-compassion Meditation
- From 'Not-enough' to Gratitude: Gratitude Practice
- Paired conversation: Integrating these practices into your life

Module 3

- Arrival practice - a few minutes of mindfulness grounding
- Journaling Exercise: From Judgement to Empathy
- Paired conversation to process the exercise
- Journaling Exercise: What gets in the way of asking for help (connected to building Psychological Safety)
- Closing meditation & paired conversation: Integrating learnings into your life

