



Wellbeing & Resilience; helping leaders, perform at a higher level

In a disruptive, pressured and fast-paced world full of change, the ability to spring back, recover and go again – wellbeing, resilience & inner game strength is critical

**FOR BOARD EXECUTIVES, SENIOR LEADERS,
MANAGEMENT, HIGH POTENTIALS & GRADUATES**

Partnering to deliver: Employer Branding, Development Centres, Leadership & Management Development, Exec Coaching, ILM Accredited Coaching, Change, Assessment, Psychometrics, Career Review, Outplacement & Career Transition, 360 Feedback, Engagement – Wellness – Resilience Facilitation, Retail Store Sales Improvement, Sales-Call Centre 'Best of the Best' Programmes.

hda is a shareholder in and founder member of CareerNet International (CNI) & OI Global Partners, a network of career transition management and outplacement firms across Europe, North America, South America, Asia and Australasia.

"...more than education, experience, or training, an individuals level of resilience will determine which leaders succeed & who fails."

Harvard Business Review 2014

The belief that leaders have the endless stamina, ideas, and skills it takes to deliver success year after year is a fallacy of the past. Therefore, resilience, the ability to bounce back, cope, renew, and revitalize, has become a key watchword for today's savvy leaders.

Learning to be resilient is a full-time job, which never stops. If leaders are to enjoy continued success, today's leaders must understand two related issues with regards to resilience. First, passion for excellence can take them only so far; leaders will burn out if their physical, emotional and mental limitations are ignored.

A recent study shows 90% of leaders were let go due to physical or mental conditions that impaired their leadership effectiveness.

Second, organisation changes planned without consideration for the impact on the human condition, will not only cause current leadership to falter, but they will also cause the next crop of leaders to be inefficient and ultimately everyone will suffer.

HOW WE HELP: We help on a number of key elements of wellbeing, resilience, inner game psychology as part of an underlying support structure for successful leadership, management and wider talent development. These include:

SELF-AWARENESS: To understand the context of the challenges you face and to know what resources you will need to build and sustain the required solutions. Awareness comes from experiential learning, consciousness about the degree of change required, and empathy. Self-awareness is realizing what you are experiencing and responding in kind with both body and mind.

EMOTIONAL INTELLIGENCE: To realise the personal impact you have on others and to understand how that connection creates and maintains relationships for influencing and leading with authentic character and intent. Emotional intelligence when used with awareness increases effectiveness and credibility.

WELLBEING: In order to achieve and engage work and life at all levels possible, leaders must strive to maintain optimal physical, mental/emotional, and spiritual well-being.

STRESS MANAGEMENT: As the number of demands placed upon leaders increases, so does the level of stress. Relationship building and dealing with conflict, as well as decision making and job responsibilities, are the most frequent demands contributing to increased levels of stress for leaders.

Also adding to the sources of stress are leadership demands such as developing people, managing limited resources, physical demands such as travel, work hours and environment.



POSITIVE PSYCHOLOGY: Positive psychology will help leaders manage the challenging times much better when they focus on employee strengths, praise, linking rewards to performance results, helping employees become better self-managers, and maintaining a cheerful, positive and optimistic attitude regardless of what is happening.

In applying the positive psychology principles, leaders and managers develop coping strategies to maintain or regain their sense of control over their lives. This means either they change their environment and start resolving issues causing their stress or they change their perspectives on what is within their control and what lies outside of it.

DEVELOPING YOUR LEADERS, MANAGERS & EMPLOYEES

Mental fitness and personal resilience is the capacity to maintain well-being and work performance under pressure, including being able to bounce-back from setbacks effectively. Our natural resilience is a combination of personal characteristics and learned skills - but most importantly the quality can always be developed whatever an individual's starting point; and in times of change and growth it's becoming increasingly important for individual and business performance.

Some of our past and current clients



Contact Us:

For more information please call:

08452 60 95 40
info@hda.co.uk