

Strengthening Personal Resilience A Train the Trainer Workshop

Dates	Programme	Venue	Times
8 th to 9 th June 2015	Strengthening Personal Resilience	etc Venues Garfield House, 86-88 Edgware Road, London W2 2EA	Day One: 09.00 for 09.30 until 1700 Day Two: 09.00 until 16.30

Our **Train the Trainer Programmes** provide trainers, consultants, psychologists, independent HR and OH practitioners with the training, resources, licenses and confidence needed to sell and lead our powerful workshops, developed by Professor Derek Mowbray, to their clients and colleagues.

Once you have successfully completed the programme and passed the assessment, you will become a licensee and Master Trainer.

About the Strengthening Personal Resilience Workshop

This workshop places personal resilience in the context of the workplace and explores the influences, techniques and approaches that help individuals develop and sustain personal control and resilience at work.

- ✓ The purpose of this workshop is:
 - To strengthen resilience in individuals
- ✓ The outcomes from the workshop are to:
 - Understand why personal resilience is important
 - Understand the central characteristics of a resilient person
 - Discover the degree of resilience that is already established in the individual
 - Identify the threats and events of routine and exceptional daily working lives for which resilience is needed
 - Understand how to strengthen personal resilience
 - Understand how to embed the techniques and exercises into routine daily working lives.
- ✓ Contains theories and models of resilience
- ✓ Contains practical activities and exercises to strengthen personal resilience

To book your place on this programmes, or register your interest email susan.scott@resilience-training-company.uk . If you would like to talk with Susan about the programme, drop heran email suggesting a convenient time for a chat.

About Professor Derek Mowbray



Derek Mowbray BA., MSc., MSc(Econ)., PhD., DipPsych., CPsychol., CSci., AFBPsS., FIHM. FISMA..

Derek Mowbray is a Chartered Psychologist and Chartered Scientist with a doctorate in leadership. He has experience as a Chief Executive in the public, private and voluntary sectors, and top management experience in the education sector.

Derek Mowbray is responsible for the idea of The WellBeing and Performance Agenda, and is behind the Manager's Code for the NHS based on wellbeing and performance, which was launched in January 2012 by Dame Carol Black. He is, also, the researcher and author of The Management Standards for a Healthy Organisation, published in September 2011, and The Charter for WellBeing and Performance launched in 2012, and now adopted by The International Stress Management Association.

His specialties are building organisation-wide Positive Work Cultures, and the performance related behaviour of leaders in relation to their employees. He is a specialist in personal resilience and the programme that he developed has been delivered throughout the UK, Ireland, USA and Europe. He has a unique combination of management and academic credentials with a special interest in organisation health psychology which aims to harmonise the relationship between organisations and their workforce.

He is a Fello of the British Psychological Society, visiting Professor of Psychology at Northumbria University and a Vice President of The International Stress Management Association (UK)

Prof Mowbray's approach to resilience

Resilience is about personal control and attitude combined with motivation to be resilient. Attitudes are constructed from thoughts, emotions and feelings. Strengthening resilience is about making attitudes more robust – a 'will do' attitude, as opposed to a 'can do' attitude. It's about regulating thoughts and feelings to arrive at a robust attitude towards a stressful event, because the perceived benefits of being resilient outweigh the alternatives.

Resilience is about building and strengthening attitudes towards adverse events and behaviours that may trigger a stressful reaction in individuals. A strong and positive attitude helps the person approach and negotiate adverse events and behaviours in ways that reduce the risk of experiencing stress. Stress is a major inhibitor to personal performance and needs to be prevented, avoided, controlled and coped with for the person to continue to perform effectively.

Possessing a strong attitude equates closely with being in control of yourself and being motivated to be resilient. The more in control of yourself and the more motivated you are the greater the opportunity of forming a strong, positive and robust attitude. Personal resilience, therefore, is, also, about developing methods of remaining in personal control of yourself in different situations.

Personal resilience, however, can only go so far. For most people it is a choice. For some, being resilient may be sufficient to maintain a good level of performance because the working environment is supportive, and the benefits of choosing to be resilient outweigh the dis-benefits of choosing not to be resilient. For others, the culture, leadership and working environment may be such as to eventually overwhelm the person, despite

their high level of personal resilience generally. Under these circumstances they may choose not to be resilient, or may be incapable of exercising their resilience.

What delegates say about Prof Mowbray's programmes

“Attending the MAS masterclass on Strengthening Resilience against Stress at Work was my epiphany. I now “get” resilience, I understand what I can contribute in my leadership role to developing resilient individuals and I am excited by the opportunities for optimising wellbeing and performance in my organisation through increasing resilience.

The programme is amazing and the potential benefits can be realised within the first 15 minutes of participation. I can highly recommend this.”

Senior Consultant in Public Health, Nottinghamshire County Council

Firstly I want to say how much I enjoyed the course and have been telling everyone! I also feel that it has focused some questions in my mind in relation to the current managing attendance and the overall engagement /performance management agendas.

Principal Health & Safety Adviser, The Personnel Office, IOM Government

I delivered a short presentation to some staff about resilience recently and it received a lot of favourable comments. My own personal resilience has definitely improved thanks to the course.

Head of Faculty, Cumbernauld College following attendance at MAS Resilience Workshop

I thoroughly enjoyed the (Resilience) Master class and have been really inspired by its contents! As a result I have got everyone in my little world talking about resilience and you may well have some more Master class participants coming your way as a result!

Business Development Manager, Mind in Cambridgeshire

It has been a pleasure to spend these two days with you. Thanking you for the interesting discussions which I much enjoyed. A big thank you to Derek for his openness and knowledge sharing skills.

HR Expert, European Central Bank

The Process of becoming an Accredited Master Trainer

To start the process to becoming an Accredited Master Trainer in Strengthening Personal Resilience, you will be required to enrol and purchase the Strengthening Personal Resilience licence. This will provide you with access to all the material and tools required to deliver a Strengthening Personal Resilience workshop.

To prepare for the course you will be required to undertake some pre-course reading. This will provide and familiarise you with Professor Mowbray's work on resilience and all the course material necessary to deliver a workshop. You will also be asked to complete your own Resilience Assessment Questionnaire and Values Questionnaire. This will provide you with first-hand experience of using the tool and give you personal data to work with during Day One of the course.

Then you will attend the two day, interactive Train the Trainer course.

On **Day One** of the facilitated course we'll build your understanding of the psychology theory behind resilience and strengthening personal resilience by experiencing the full one day workshop for yourself. You will gain an understanding of the Questionnaires that form a foundation to the workshop. At the end of day one you will be required to complete a written assessment.

Day Two is practical assessment day, where you become hands-on and build your skills, delivering the workshop. You will receive constructive feedback and your delivery will be assessed by the facilitator for accreditation. By the end of Day Two, you should be confident in your ability to deliver the workshop.

To be accepted onto the programme leading to being awarded Accredited Master Trainer status, you will need to meet one or more of the following criteria:

- ✓ A graduate in psychology
- ✓ A practitioner in HR or Occupational Health
- ✓ A practitioner with 2+ years training experience in stress management or wellbeing
- ✓ 2 + years experience in training

Applicants will be required to provide information about their training background, educational attainment and levels of experience. Please note: Formal accreditation is not guaranteed and is dependent on your performance throughout the course.

Benefits of becoming a Licensee and Master Trainer

- ✓ You will be formally licensed and accredited to use the material in Professor Mowbray's Strengthening Personal Resilience workshops.
- ✓ You will have the grounding and knowledge to deliver this globally acclaimed programme
- ✓ You receive a comprehensive Facilitator's Guide containing all the background psychology and instructions for completing the exercises and slides.
- ✓ Course plans for running half-day and taster sessions, in addition to the one day course.
- ✓ Your clients can have the confidence that you're skilled in providing these workshops.
- ✓ Email support is available should you have any queries.
- ✓ Have access for the term of your licence to related questionnaires - the Resilience Assessment Questionnaire (RAQ40) and The Values Questionnaire.
- ✓ Your name will be promoted on the register of Accredited Licensees on The Resilience Training Company Website and you will be able to use the 'PM Accredited Master Trainer' logo on your website and marketing material.

Costs

The annual license fee for each programme is £250 + VAT.

Each 2-day Train the Trainer Workshop costs £1,200 + VAT. This price includes;

- ✓ All pre-course reading material
- ✓ All necessary workshop material including a facilitator's guide, copy of Professor Mowbray's Guide to Strengthening Personal Resilience, slides, training plans
- ✓ Training delivered by a Director of The Resilience Training Company
- ✓ Lunch and snacks

Next Steps

To book your place on this programme, or register your interest, email susan.scott@mas.org.uk. If you would like to talk with Susan about the programme, drop her an email suggesting a convenient time for a chat.

The Facilitator – Susan Scott MSc., FCIPD., FISMA., MABP., MBANT..



Susan Scott has worked for over 25 years as an organisational development consultant and executive coach. As a practising business psychologist with extensive business development experience, Susan has designed and delivered major change management projects along with senior management and executive leadership and wellbeing programmes. She has worked extensively in the UK, Europe, USA and Australasia on behalf of private and public sector organisations.

Susan brings a blended mind and body approach to organisational development. She believes that a healthy engaged workforce is a critical business asset. Susan's unique value is the way she drives ongoing success and the return on investment by focusing her programmes on wider business development using key business issues and aligning to the strategic business goals.

Susan has an MSc from the University of London in Organisational Behaviour and is a Fellow of the Chartered Institute of Personnel and Development. A Fellow of the International Stress Management Association and a Member of the Association of Business Psychologists. She is registered with the British Psychological Society for psychometric testing including MBTI, FIRO-B and Hogan Development Survey.

Susan is the immediate past Chair of The International Stress Management Association (ISMA^{UK})