



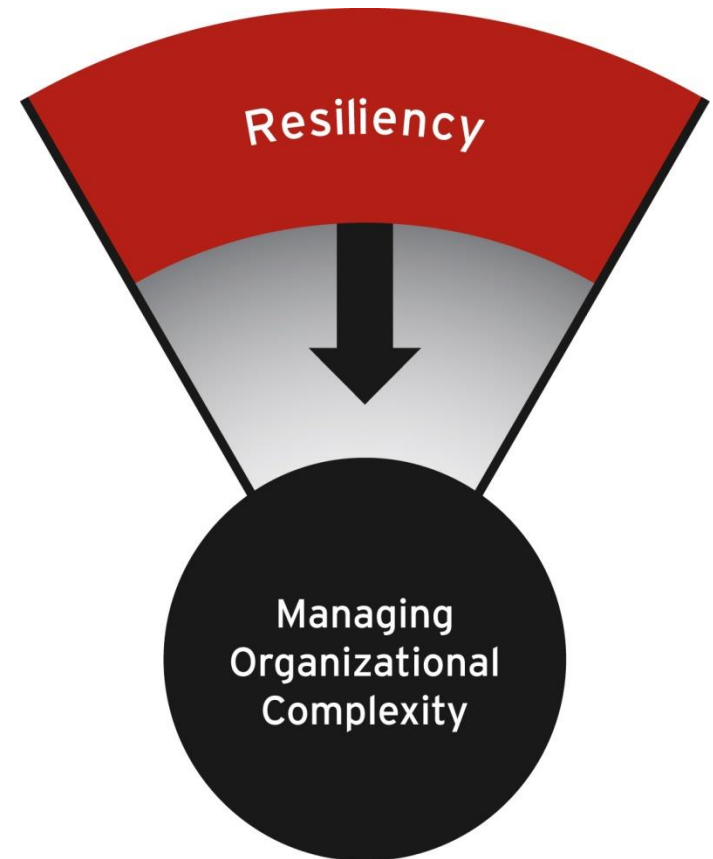
Becoming A More Resilient and Agile Leader:

Expanding Your Capacity for Leadership

During Change, Crisis and Other Extraordinary Times

Resiliency

- Handles stress, uncertainty and setbacks well.



Individual Reflection

- **Recall a time in your personal or professional life when you were able to overcome, prevail, bounce back or rise above a difficult situation.**
 - What happened?
 - What were you thinking and feeling at the time?
 - How did you get through it? What did you do that helped you to get through this situation?
 - What did you learn from the experience that made you a more resilient person today?

RESILIENCY

A close-up photograph of two young plants, possibly moss or small seedlings, growing from a bed of green moss. The plants have thin, light-colored stems and small, green leaves. Several clear water droplets are visible on the leaves and stems, reflecting light. The background is a soft, out-of-focus green.

The ability to bounce
back, cope, renew,
and revitalize

Leadership Quote

I have come to the frightening conclusion that I am the decisive element. It is my personal approach that creates the climate. It is my daily mood that makes the weather. I possess tremendous power to make life miserable or joyous. I can be a tool of torture or an instrument of inspiration; I can humiliate or humour, hurt or heal. **In all situations, it is my response that decides whether a crisis is escalated or de-escalated, and a person humanized or de-humanized.**

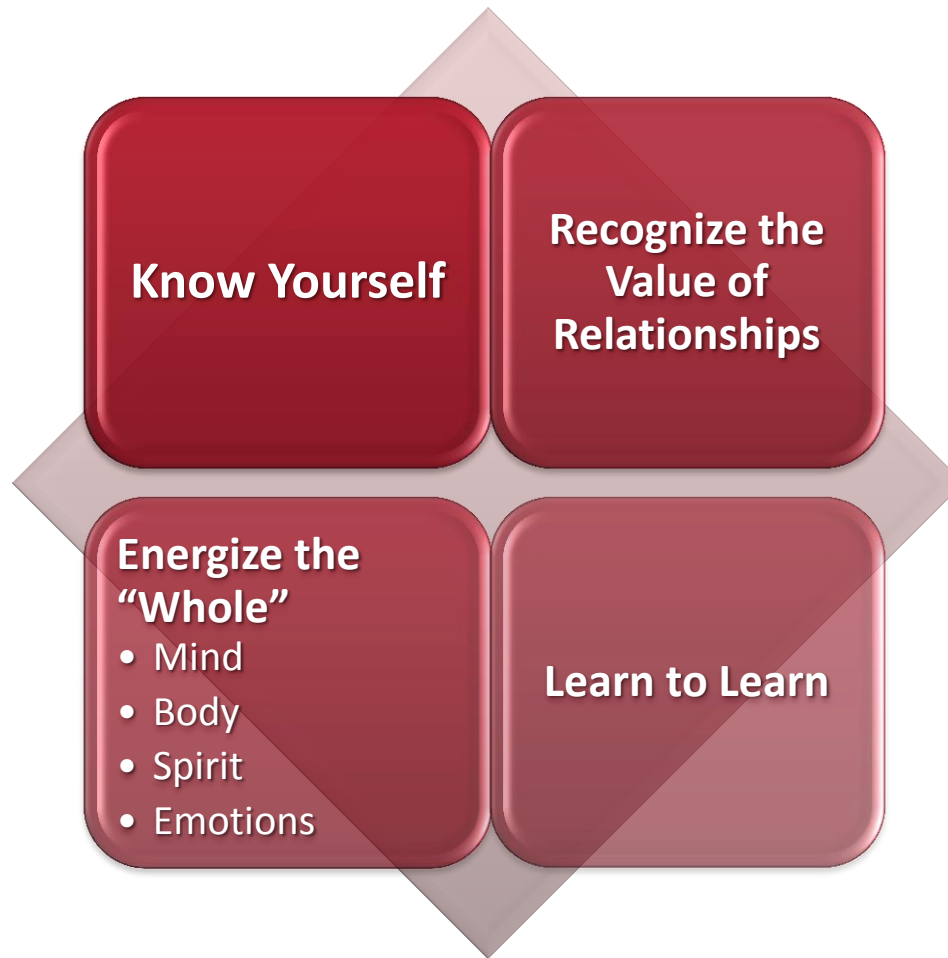
Johann Wolfgang von Goethe (1749 - 1832)

Warning Signs!!!

If you are under stress for a prolonged period, you may recognize some of these signals:

System	Symptoms
Immune	allergies, cold sores, flu-like symptoms, cold
Muscular	backaches, stiff neck, tight shoulders, headaches, joint pain
Cognitive	memory problems, difficulty in concentrating
Emotional	sadness, depression, fatigue, heavy appetite, reduced appetite, quick temper
Nervous	difficulty sleeping, headaches, clammy hands, cold hands, sweaty hands, sweaty feet
Digestive	gas, burping, acidy stomach, intestinal discomfort

4 Aspects of Building Resiliency



Becoming a More Resilient and Agile Leader

BUILD PHYSICAL ENERGY

Tips for Building Physical Energy

- **Walking Meetings – in small or large groups**
- **MOVE! Every 90 to 120 minutes**
- **Climb stairs.**
- **Park further away and walk the distance.**
- **Do stretch exercises at your desk.**
- **Deep breathing and relaxation techniques**
- **Good nutrition**
- **Rest and sleep**

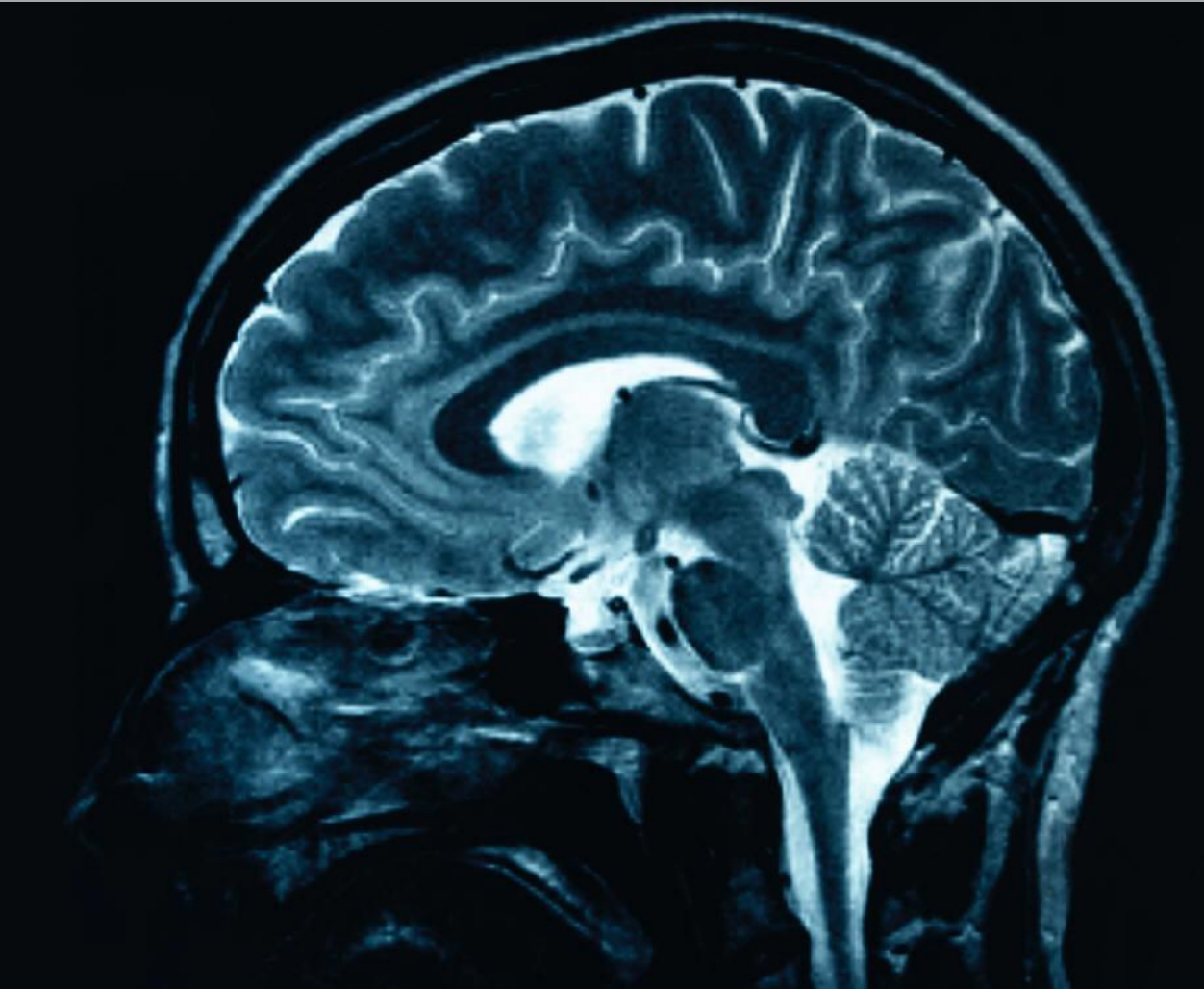
Walking Meeting

Find a new friend and take a brief ten minute walk. Each of you should take five minutes to discuss how you maintain your physical energy. Be back at_____.



Becoming a More Resilient and Agile Leader


BUILD MENTAL ENERGY



- The brain becomes stimulated by chronic stress.
- Repeated activation of our stress center, the amygdala, can cause it to get in the “stuck position”.
- We can change the wiring of our brains with mental exercises and practice.

Becoming a More Resilient and Agile Leader

BUILD EMOTIONAL ENERGY

- 
- Stop treating our emotions as good or bad.
 - Our thoughts, feelings and actions are the keys to understanding ourselves.
 - When we understand ourselves we make better decisions, have healthier relationships, and can lead more effective and fulfilling lives.
 - We all have emotional triggers, situations or irritations that provoke an emotional response.
 - Becoming more conscious of the situations that trigger an emotional response helps us to manage our responses more effectively.

Becoming a More Resilient and Agile Leader

Build Social Energy

Building Social Energy



- Having meaningful relationships
- Creating support systems
- Being open and curious about others
- Making use of learning partners
- Sharing ideas
- Acknowledging feelings
- Taking feedback well

Becoming a More Resilient and Agile Leader

Build Spiritual Energy








- **Purpose**
- **Beliefs**
- **Values**

Project Leadership Resiliency

Overview

Your project team is responsible for helping our learning community identify and develop practices that build resiliency. Your team will have ten minutes on the agenda (Tuesday - Friday) to lead the group in a resiliency break. During that time you will demonstrate an activity that people can do just in time at work to build their energy in your assigned resiliency area. At the end of your activity, your group should also provide additional tips and ideas, but remember you only need to demonstrate and lead the group in one exercise. Your total time is TEN MINUTES. Prior to your demonstration, a facilitator will provide a 3 minute overview of your resiliency area; why it's so critical to effective leadership, and how it relates to the theme of the day. The table that follows describes five resiliency areas and example activities.

Dimension	Description	Examples
Physical: 	What can we do to build our physical energy?	Get up and move every 90 to 120 minutes by walking while discussing solutions or climbing stairs instead of taking the elevator.
Mental: 	What can we do to overcome the mental fatigue and exhaustion?	Learn anything new, take a mental vacation by daydreaming, or solve a challenging puzzle.
Emotional: 	What can we do to become more conscious of our emotional triggers - know who and what push our buttons?	Assess who and what pushes your buttons.
Social: 	What can we do to create more meaningful and productive relationships?	Ask a colleague for advice, give positive feedback, or share you learned about yourself recently.
Spiritual: 	What can we do to more effectively align our behaviors with our core values and purpose?	Clarify what you value most, quiet your mind, or think about what inspires you.

Participants will begin *work in their assigned resiliency groups* and create a thirteen minute resiliency presentation/activity for the class tomorrow. In the first three minutes of the presentation a narrator from each team will give an overview of his/her team's resiliency topic. Then the entire team will do a ten-minute presentation on their resiliency topic. It should be as creative as possible, give tips for leaders on how to be resilient in this area of resiliency, and *every member of the group has to be involved in the presentation*. The four presentations will be on mental, emotional, social, and spiritual resiliency. After the formal screen show presentation on resiliency, the four groups can start working on their specific resiliency topic area.

Resiliency Activities

Physical	Mental
A Anbarasu	Seema Jain
Rajesh Arya	K. S. Srinivas
Barun Kumar Sahu	Nishant Warwade
Nand Kumar	Sudhir Rajpal
Radhika Jha	Prem Singh Bogzi
A A A Faizi	Ratnesh Singh
Monika Verma	S. George Thekkedan
Jayanthi Sriram	Vinita Vaid Singal

Resiliency Activities

Emotional	Social
<p>A P M Mohammed Hanish</p> <p>Bipul Pathak</p> <p>G. Chandrashekar Reddy</p> <p>Nidhi Pandey</p> <p>Sarita Mishra Kolhe</p> <p>Sanjay Bahadur</p> <p>Sanjeev Chopra</p>	<p>Vijoy Kumar Singh</p> <p>Nikhil J Gupta</p> <p>S. S. Srinivas</p> <p>Ranjana Chopra</p> <p>Nidhi Sharma</p> <p>Jayesh Ranjan</p> <p>Ram Kumar Kakani</p>