



The Resilience Project

Award Winning Leadership Program Exclusive to Sloan Group International

- We understand the challenge of constant change and that leaders and organizations need to be equipped with the right skills, tools, and structures to create positive and productive results. So how do you create a culture that adapts to and even thrives during times of rapid change?
- The Resilience Project provides an innovative, structured approach to the human component of change management. Our objective is to develop powerful, high-performing leaders and organizations that can flex and adapt to today's sudden, rapid, and constant change – the new “normal” in organizational life!



The Resilience Project

Leading a resilient organization takes courage, focus and the ability to engage followers in walking a purposeful path that may change in an instant.

Sloan Group International has conducted original research on resilience and leadership, and we address what is now known about cultivating our ability to bounce back from change or challenge in how we work with our clients.

Our own extensive research project conducted from 2006 to 2018 has found that the three attributes that strongly correlate with overall resilience are: Purposefulness, Future Mindedness and Collaboration. This finding suggests that individuals who have a strong sense of purpose, are able to envision new possibilities and effectively collaborate with others, are more likely to be resilient.

We've created **proprietary tools and a special series of facilitations, webinars, workbooks and assessments** that make a powerful, positive and measurable impact on change leadership and change-ready organizational culture.

Results from our Resilience Project spans from higher employee engagement and executive cohesiveness to greater innovation capacity and strategic thinking.

Lemonade - The Leader's Guide to Resilience at Work

Based on our research, Lemonade is a user-friendly guide to the key qualities that can help leaders and their teams to bounce back from change and challenge. Included are a self-assessment of your own resilience at work, stories of leaders just like you who have triumphed in difficult times, and practical exercises and activities that you can put to work for you.

Reviews

"One is never so weak as when those they follow have lost a vision of hope and lead only despair with despair. Lemonade is a great, practical guide to help leaders and managers build their constituencies, sustain resilience and to always lead toward vs. against. It is full of compelling stories and simple tools to help us all make the best of the challenges we face at work and in our lives."

Curt W. Coffman Co-Author of *First, Break All the Rules* and *Culture Eats Strategy for Lunch*

"In order to succeed, today's business leaders must prevail in the face of an unprecedented pace of change. Lemonade offers a straightforward, practical guide to help leaders to meet any challenge and come out on top – I highly recommend this book."

Mark A. Horney, PhD, Director EMBA Career Management, Columbia Business School



Resilience at Work



Our proprietary Resilience Assessment™ piloted with over 1,500+ executive leaders



Resilience Workshops and Facilitations to deepen your leaders' Resilience Capabilities



Senior Executive Engagement Sessions



Key Leader Sessions and Resilience Assignments



Webinar and Book-based Explorations



Ongoing Video and Email Support (to provide additional tools and prompts)

Resilience at Work Assessment (individual, team and enterprise level)

- This proprietary tool has been researched and validated over 10 years in the global marketplace. The report provides a snapshot of your current strengths and challenges in adapting to and thriving in times of change. It highlights potential derailers at work as well as actions to take to become more flexible, adaptable and change-ready.

Resilience Workshops and Facilitations to deepen your leaders' Resilience capabilities

- Workshops are 1/2 to 1 day, available across intact teams or as open enrollment programs.

Ongoing Video and Email Support (to provide additional tools and prompts)

- We created a 21 day program that includes customized videos from your organization delivered via email to participants, along with exercises and tools to help develop resilience in the face of change.

Senior Executive Engagement

- We conduct customized Executive Team sessions based on specific changes happening in the organization, from M&A to downsizing or rapid growth, and even crisis management. We have worked with executive teams who've dealt with natural disasters, terrorist attacks and sudden illness or loss of key team members.

Key Leader Sessions and Resilience Assignments

- If you have a group of key stakeholders who will play an important role in the change in your organization, we can provide them 1:1 sessions to develop their personal plan based on the Resilience at Work Assessment.

Webinar and Book-based Explorations

- Webinars are available to review the companion book (Lemonade, The Leaders Guide to Resilience at Work) and companion assessment (The Resilience at Work Assessment). These can be pre-recorded or virtual instructor led courses.



Ideal Candidates

SGI specializes in helping technical and analytical experts to become world class leaders. Having worked extensively in the Financial Services, Healthcare and Technology industries we are acutely aware of the unique challenges, requirements and opportunities of these sectors and have achieved impressive ROI for our clients.

We work with C-suite, regional leaders, managers, strategists, technology and operations executives, all of whom are tasked with massive change management in the face of technology, regulation, market volatility and globalization.



Benefits

For the Individual Leader:

- Resilience skills to help navigate challenges in time of stress and rapid change
- Strategic approaches for shifting team mood, attitude and performance
- Concrete tools for leveraging complaints and negative team patterns
- Understanding of proactive versus reactive approach in leading team culture
- Enhanced, "can-do" leadership skills, strengths, and attitude

For the Organization:

- Increased leadership and team engagement
- A renewed team commitment to "be the change" they wish to see in the organization
- Access to tools that can be easily integrated within the existing organizational culture, initiatives and leadership development programs
- Expanded morale, optimism, and positivity at all levels of the organization
- Confidence in implementing a proven methodology for developing change leadership, change-readiness, and team adaptability
- Increase efficiency and effectiveness during team meetings
- More results-focused communication across the organization



Supporting Research

There has been much research in the past 50 years about resilience, mostly about children growing up in difficult circumstances.

How did at least a third of these children become successful, resilient adults? Researchers, such as Werner (1982) and Garmezy (1974), identify a number of positive protective factors that are common to these children. Primarily, there was a caretaker in their environment who believed in them, such as a parent, relative or teacher. These kids also had a positive social support network, such as involvement in a church or community group.

What traits do these kids display? They feel confident in their ability to problem solve, make decisions and communicate. They are empathic, work well with others and are willing to ask for help and give help. Additionally, they view mistakes as obstacles to overcome; they set realistic goals and they are internally driven.

So, if an individual did not have someone who believed in them or had little social support and has few resilient traits, is that individual doomed to a life of adversity and misery? More and more evidence is indicating that this is not the case. Martin Seligman, in *Learned Optimism* (1990) determined that resilience skills can be learned. While we cannot change the events of our past or the world around us, we can change the way we think about those events.

One of the ways we can start changing our resilience mindset is to be more realistic in our thinking.

By accurately assessing one's own strengths, identifying the true causes of problems and evaluating oneself and others, we get a truer picture of the events unfolding around us and our level of control over those events.

Many people tend to view events in an overly positive way while many others are overly pessimistic.

Reivich and Shatte believe that developing "realistic optimism," the ability to maintain a positive outlook without denying reality, actively appreciating the positive aspects of a situation without ignoring the negative aspects, helps to build resilience.

In "The Resilience Factor" (2002), they offer seven skills an individual can learn that can build resilience.

1. Learning your ABCs – a technique whereby you learn to identify your thoughts and how they affect your feelings and behaviour
2. Avoiding thinking traps – a technique to identify the thinking mistakes that people regularly make when faced with adversity
3. Detecting icebergs – a technique for identifying deep beliefs and determining when they are or are not working
4. Challenging beliefs – a technique to test the accuracy of your beliefs
5. Putting it in perspective – a technique to deal with the "what-ifs" so you are better prepared to deal with the real problems that come along.
6. Calming and focusing – a technique designed to help you stay calm and focused during stressful times.
7. Real-time resilience – a technique whereby you can quickly change your counter-productive thoughts into more resilient ones.



Positive psychology research has identified more techniques that can build positive emotion and optimism. Seligman and Peterson have examined the “Three Good Things” procedure as a means for

boosting optimism. In this exercise, an individual writes down, on a daily basis, three good things that happened that day. Next to each entry, the person writes down why the good thing went well. In this way, the writer comes to see that they had an impact on the event. This method has been shown to build positive emotion and optimism over time as long as the individual continues to practice this exercise.

Just like with physical exercise, we need to exercise our optimism “muscles.” By continuing to “work out,” we build our resilience and are better able to overcome our negative past experiences, steer through the everyday stress of life, bounce back from adverse events, and reach out into the world and achieve our purpose.

Dr Alan Graham and Karlin Sloan’s white paper: Resilience at Work, Navigating a Dynamic World is available for download on www.sloangroupinternational.com.



The SGI Approach

As organizations become more matrixed and less hierarchical, people no longer have positional authority and therefore need to be able to influence others and inspire performance rather than rely on being able to direct it.

Helping organizations to thrive in this new paradigm is our specialty.

Our approach offers a blend of consulting, coaching and mentoring for both individuals and teams, and is backed up with a range of industry leading assessments and various practical, usable tools.

We use cutting-edge research in neuroscience, positive psychology, leadership, organizational development and systems thinking to shape our offering.



Process

Our coaching process has been developed over two decades of designing and delivering executive coaching programs to organizations worldwide. Our approach is based on well researched best practices of executive coaching as well as our own well-honed model developed in collaboration with our clients. A trained Senior Consultant acts as a “Master Coach” and facilitates regular case conferences in which the coaches share themes and issues in coaching for maximum client benefit.

Management

Sloan Group International pioneered the matching, management, and measurement of executive coaching by managing multiple multinational executive coaching programs across large organizations. We have the capacity to source “best fit” coaches from all over the world, and the experience to get the best results out of your coaching team.

With every coaching engagement, Sloan Group International provides a single point of contact for relationship management for every client. Your Senior Consultant manages the coaching team, assures quality and consistency, and delivers aggregated data to internal stakeholders on a regularly scheduled basis.

Impact Manager

SGI is a leader in measuring and monitoring the implementation and effectiveness of our leadership enhancement programs.

Our proprietary Impact Manager App is available to our clients and provides real time, mobile or desktop access to their personalized Impact dashboard, measuring:

- Progress towards Goals
- Development Priorities
- Satisfaction
- Behavior Change
- Learning and Skills Development
- Return on Investment



Sloan Group International Success Stories

We hope to have the opportunity to help your organization achieve excellent results as we have helped others. The following testimonials are examples of what happens when we partner with our clients. We welcome your questions, comments, and inquiries and look forward to speaking with you about your organization.

"The resilience work is very effective. I'm seeing that the people we've given the Resilience Assessment to are shifting. Every single person we've surveyed has said it was a positive experience and that they felt invested in and listened to, and the executive team is making big changes that are helping us work more effectively together despite our differences."

Senior Executive, Financial Services

"I've brought Sloan Group International into two organizations now, and I highly recommend them. Top tier coaches, easy to work with, great flexibility and customer service, and they can staff coaching engagements in most locations globally."

Chief Talent Officer, Executive Search

"As senior executives in one of the largest companies in the world, our group is responsible for creating the future and driving this industry forward. Sloan Group International has made sure we have a level of excellence, focus, and resilience in our team that will help make leading the future of the internet possible."

Media Executive



Some of Our Clients

Our clients come from many global industries. They range from financial services and legal to the world's largest technology, energy, pharmaceutical and consumer products, among many others. We provide the best-fit leadership development services to meet your organization's unique needs for senior executives and emerging leaders worldwide.



Sloan Group International Overview

At Sloan Group International (SGI) we believe in truly partnering with our clients as evidenced by our numerous long-standing relationships with Fortune 500 businesses.

We partner with our clients to effect meaningful behavioral change through performance driven, metrics-focused leadership enhancement programs. We become your strategic advisor in helping you craft and deliver the leadership enhancement programs that will be most meaningful to your organization.

We enable positive individual and system growth by inspiring leadership and back this up with unparalleled, personalized client service, combined with industry leading metrics and analytics capabilities to ensure return on your investment.

Our team of globally recognized business and performance experts will help your leaders to meet the challenges of this fractured world.

We work with the world's most respected leadership academics and institutions to bring science to the art of inspiring leadership.

We are proud of our bespoke IP and our numerous awards and accolades:

- 2017 Global Excellence Awards as: Best for Global Executive Coaching Consultancy
- Best for Executive Coaching & Leadership Development Programs - USA, 2016 (Mid-Market Achievement Awards)
- Leadership Top 10, 2015 (TrainingIndustry.com's Watch List for Leadership Training Companies)
- Top 5 Mid-size Leadership Partner / Provider, 2015 (Leadership 500 Excellence Awards)
- Leadership 500 Excellence, 2014 (Leadership 500 Excellence Awards)
- Thought Leader of Distinction in Executive Coaching, 2014 (Association for Corporate Executive Coaching)



| Contact Us

Sloan Group International

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