

# FOUR THINGS THAT BUILD A RESILIENT TEAM



## “Can you do something on Resilience ?”

How is your team right now ? Busier than ever ? Pulled in multiple directions? Tired ? Trying to do more with less ?

Clients tell me every day how tough it is to navigate economic challenges, global uncertainty, and complex lives. People are at best ‘coping’, but are more often stressed, burning out, or worse. Few would say they are thriving.

Not surprisingly then, clients increasingly ask if I can ‘**do something on Resilience**’ when working with their senior teams. I can’t change external factors, but I can help you and your people to navigate these pressures with backbone, humanity and skill.

Imagine this – you are in your annual appraisal, and your boss asks “What have you done this year to build resilience in your team.” Are you surprised by the question, grapple to answer, and feel a bit caught out?

Now imagine instead, your boss says “I’m impressed with how your team has delivered under pressure this year – what’s your secret ?”, and you can name the 4 things you have consistently focused on to build the Resilience that has got you and your team noticed.

## Things You Can Do

I have dug into what marks out resilient teams, and have distilled 4 things that done consistently, are shown to make the difference.

- 1 – Accept reality and train yourselves to survive it, before the event
- 2 – Build a deep belief, for yourself and your people, that your work is meaningful
- 3 – Develop an uncanny ability to improvise
- 4 – Learn to recharge, and talk about wellbeing in everything you do

So how do you put these things into practice ?

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Start by defining what 'Resilience' means in your business:

- Why does Resilience matter to your business right now (in fact, does it actually matter) ?
- When your team is Resilient, what will you see them doing ?
- When your team is Resilient, what will you hear them saying ?
- What happens if you make this happen ? What happens if you don't ?

You need answers to these questions in order to know whether Resilience even matters right now. And if it does, you need these answers so that you can assess whether you're succeeding in building a resilient team..

With these two things clear – why Resilience matters, and a vision of what it will look like when it's working in your business, we can get to work.

## Let me share a story

Here is the story of a recent client where I used this framework. This team had previously worked with me at the start of their journey – their new leader called me in to help them hit the ground running, avoiding the usual pitfalls of figuring out how to work together.

That was a year ago. Now, after successfully navigating a complex restructure, they were facing an even more challenging year ahead, in which they would need to do more, but with less resource.

'Could I do something on Resilience ?'

The work was face to face – a global team spending 3 precious days together, their only time physically together this year. Over the course of the day and a half that they entrusted to me, we worked with the Four Things that Build a Resilient Team. To give you a flavour, let's look at the second point – 'Build a deep belief, for yourself and your people, that your work is meaningful'.

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Over 90 minutes, they prepared, shared, and reflected on their individual reasons for being there – what had brought them to this point, and this job, why they cared, why they had stayed through such a challenging year, what really mattered to them and why they were still on the bus.

Almost all of them talked about how powerful it was firstly to remind themselves of this. And then to write it down, speak it and share it with their colleagues. That 90 minutes alone built deep trust, understanding, respect, commitment and connection.

Of course, it was vital to create the conditions to make this level of honesty possible, and I'm describing only a small piece of the overall journey they went on as a team in that day and a half.

But it shows the powerful results that can be achieved with skilful use of a short amount of time

### We can help

I and my team have partnered with business leaders for 25 years, looking challenging situations in the eye, and turning senior teams into a force for success. No matter the conditions.

We have supported multiple teams to put Resilience into practice, and to replicate what they've learnt in their own teams, creating healthier, stronger organisations.

We tailor our work with your team to fit your current reality. For the team in my story, they needed to focus on Resilience, done their way. That may be true for you too – or you may need something else.

Whatever your current situation, let us explore how we might help. Get in touch and I'll explain how we deliver results cost-effectively in just two meetings over the course of a year, with remote support and follow through to ensure you stay on track. Contact me directly at [sheena@talentdynamics.co.uk](mailto:sheena@talentdynamics.co.uk)

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