Resilience: Sustaining Performance in Challenging Times
A Program in Leading Resilient Team Cultures

Why Enrol?

The Challenges of Working in the NFP Sector

- Do you lead an organisation or team that provides services direct to the community?
- Is the work getting harder and more complex, with less time and resources to do what you need to do?
- Has your organisation experienced major restructuring, change, or decreased funding?
- Do you and your staff still want to make a difference, despite these challenges?

SACOSS invites leaders and managers from the non-government health and community services sector to enrol in this three workshop leadership program, which will focus on helping individual participants strengthen their own resilience, and shape more resilient workplaces.

It will provide practical strategies and support to senior leaders wanting to build resilience in themselves and their teams.

Program Overview

The Program consists of a series of three half-day workshop held over 5 months

17 July - Workshop 1: Strategies for personal resilience as a senior leader
26 August - Workshop 2: Strategies to build team resilience
27 November - Workshop 3: Progress review and show-casing of outcomes

Who Should Attend?

To ensure maximum impact it is highly desirable that organisations consider enrolling 2-3 members of their senior leadership group, for example CEO, HR, General Managers and Board members. Smaller organisations could combine a Board and senior staff member.

The program will be limited to between 20 and 25 only, and all applicants must agree to:

- attend all three sessions, without exception
- complete a pre-program individual survey prior to the first session
- organise completion of a team survey in between session one and session two (will be given approx. 6 weeks to complete)
- complete (not onerous) ‘homework’ tasks in between all three sessions
Program Tools

Program content is highly practical, directly relevant to NFPs and informed by diagnostics. Participants will complete (online) the following measures to ensure customized focus:

- The Resilience at Work (R@W) Scale – A validated measure of personal resilience at work
- The Resilience at Work Team (R@W Team) – An assessment of the resilience of the immediate team they lead
- The Resilience at Work Leader (R@W Leader) – Insight into leaders actions required to support resilience.

Surveys will be conducted twice as a means of assessing progress. Participants will work on areas of focus important to them.

About the Facilitator

Kathryn McEwen is an organisational psychologist, executive coach and mediator. She is sought out as a speaker at industry conferences and is well respected for her work with organisations facing challenging times.

Kathryn has a special interest in workplace resilience. She is author of the book *Building Resilience at Work* and has partnered with academic colleagues to develop the R@W Toolkit – Measures of individual, team and leader resilience at work. To find out more about her work in this area, and the consortium she leads, visit [www.workingwithresilience.com.au](http://www.workingwithresilience.com.au) and [www.kathrynmcewen.com](http://www.kathrynmcewen.com)

Kathryn will be joined by guest presenters through the program.

Cost:

- SACOSS Members - $450 +GST per person
- Other Community sector organisation - $600 +GST per person

Program Enquiries and Registrations:

To register for this program contact:

Vivian Clark, SACOSS Events Coordinator via email [vivian@sacoss.org.au](mailto:vivian@sacoss.org.au) or call 8305 4224

All three workshops will take place in the Terrace Room at the Adelaide Pavilion, Corner South Terrace and Peacock Road, Adelaide