

The logo for Resilient Leadership features the text "Resilient Leadership" in a bold, sans-serif font. Above the text is a blue arc with a small blue circle at its peak, and below the text is a purple arc. The word "Resilient" is in a lighter grey color, while "Leadership" is in a darker grey.

Resilient Leadership

● Why Resilient Leadership?

Leading effectively has never been easy, but in today's world it has become more daunting than ever. Increasing complexity, unrelenting and accelerating change, 24/7 connectivity, and workforce globalization are powerful forces that challenge even the most seasoned and skilled leader. Leaders we work with receive hundreds of emails daily, juggle competing and frequently shifting priorities that vie for their time and attention, and... see no end in sight.

On top of these constant daily pressures, many leaders are being asked to lead major change initiatives, address disruptive shifts in their industries, and grow their companies while keeping costs down. If leaders are to thrive in the midst of this chaos and lead their organizations into an uncertain future, they need a new, more effective, way of leading—one that enables them to sustain themselves and their organizations over time.

● How is Resilient Leadership Unique?

Resilient Leadership is a New Way of SEEING, THINKING and LEADING that helps leaders navigate the hidden chemistry of organizations – what we call the Emotional System. Understanding and knowing how to manage the Emotional System is nearly always a missing and critical piece of leadership development programs. Seldom does anything in leaders' professional development adequately prepare them to work effectively with the emotional side of their organization; and yet, the Emotional System is always the key driver of (or barrier to) continued or future success.

We delve deeply into this dimension of leadership in our Senior Team Consulting, our RL Coaching and our RL Training. As a result, our clients are able to influence their organization's Emotional System without getting blindsided by its powerful dynamics. Ours is a research-based approach to leadership development rooted in Bowen Systems Theory—a uniquely powerful understanding of the universal laws that govern how relationship systems work at every level of complexity, from our own families to the largest global enterprises.

● What are the Benefits of Resilient Leadership?

As leaders grow in their understanding and practice of Resilient Leadership, they demonstrate greater clarity of thinking, less reactivity, and a calm, firm resolve even in the most turbulent business environments. Experience has demonstrated that when senior leaders and their teams have embraced this New Way of SEEING, THINKING, and LEADING, these are some of the results that follow:

- Leaders demonstrate a greater capacity for leading boldly and for staying the course in the face of external obstacles and internal resistance.
- Organizations out-perform their less resilient competitors.
- Teams and entire organizations experience a greater sense of urgency around key priorities or change efforts without provoking an unhealthy level of anxiety.
- Healthier, high-performing teams flourish, operating with greater stamina, nimbleness and adaptability
- A culture of creativity and innovation flourishes due to a less anxious climate, from the C-suite down to the tactical, day-to-day activities.
- Resilient leaders set a healthier tone as they learn how better to care for themselves emotionally, mentally and physically.
- Senior leaders are able to sustain their focus and their efforts over time, regardless of the stresses and challenges they must manage.

● Resilient Leadership Service Offerings

We help leaders and their organizations develop the leadership capability they need to face and surmount significant challenges. We do this through consultation with the Senior Team, transformative RL Coaching, and highly effective RL Training experiences that produce more resilient, more effective and bolder leaders and organizations.

SENIOR TEAM CONSULTING

Working with an organization's Senior Team is our foundational offer. Our experience has taught us that unless the members of the Senior Team have come to understand and embrace the practice of Resilient Leadership, efforts to deploy RL within the organization will be significantly compromised.

We help Senior Teams to enhance team cohesiveness, to build organizational health, and to deepen their capacity to face and surmount adaptive challenges with greater clarity and thoughtfulness. We do this through a highly customized set of offerings:

- Organizational and team assessments
- Powerful, transformative off-site experiences
- 1-on-1 RL Coaching
- RL Training that embeds fundamental, core practices as normative behavior, reshaping individual and team dynamics

The net result? A more cohesive Senior Team capable of leading with greater conviction, creativity, speed and agility.

RL COACHING

Our experience has taught us that 1-on-1 coaching is integral to the kind of transformative, developmental experience that RL represents. In order to internalize new learnings deeply and to develop facility in the practice of RL's New Way of SEEING, THINKING, and LEADING, the powerful dynamics of a coaching relationship are essential. Neuroscience is accumulating more and more evidence-based research that proves sustaining new learnings requires not only regular practice but also the kind of supportive environment represented by a strong, individualized coaching relationship.

Our RL Coaching is always a highly personal, customized engagement that helps an individual leader apply and integrate RL principles and practices within his or her unique business context. We offer only RL Certified, professionally credentialed coaches who have a mastery of the RL model—its theory and its core practices. We can provide RL Coaching for any individual senior or emerging leader, or as part of the Senior Team consulting offer above.

RL TRAINING

We offer a rich variety of training experiences that can be customized and deployed at various levels of an organization—everything from half-day/day-long workshops that introduce participants to the key concepts of Resilient Leadership, to a comprehensive, nine-month leadership development process. This more comprehensive training experience is the "gold standard" and includes webinars, peer-based communities of practice, 1-on-1 RL Coaching, a customized, client-based set of resources that allow integration and tracking of each participant's learning progress. These resources can be hosted on our proprietary Learning Management System, Resilient Leadership Elevate®, or placed on a client's LMS. We are willing to work with clients to develop asynchronous training modules that can be tailored to meet the specific needs of their organization. We can also train and equip an organization's internal coaches to qualify as RL Certified so that they can support the training we provide and facilitate the continuing integration of RL practices into the organizational culture.