

Training

# RESILIENCE TRAINING FOR MANAGERS

Strengthen your own resilience and the resiliency and self-management of your team with this hands-on training.



2 days



Format: Presence/Online



Product Code: RTF

## DESCRIPTION

In a time of constant change, uncertainty and high demands, managers are under immense pressure. Stress, quick decisions and complex challenges are part of their daily business – but if they do not pay attention to their own resilience, they run the risk of burning out or not leading their team effectively. At the same time, a lack of resilience not only affects individual performance but also the entire organization: inflexible structures, a lack of adaptability and a culture of uncertainty can destabilize companies in crises.

This resilience training helps you to strengthen your personal resilience in a targeted way and at the same time to help shape a resilient organization as a manager. You will learn how to deal with stress in a confident manner, develop mental strength and analyze your individual protective and risk factors using the vulnerability-stress model. You will also learn which factors influence organizational resilience and how you, as a manager and team leader, can create a resilient corporate culture in which the ability to change and psychological security are promoted.

Through practical exercises, reflection and concrete action strategies, you will gain valuable tools for your day-to-day management. Not only will you become more resilient and decisive in challenging situations, but you will also be able to make your

team, employees and company resilient in the long term – for more stability, sustainable development, work-life balance, better relationships and success in uncertain times. Use this offer as face-to-face or online training – all participants receive seminar documents with extensive information on all modules.

The most important learning objectives of this training:

- You recognize your individual stressors and protective factors and learn how to deal with stress in a confident manner.
- You understand the connection between stress and resilience and how you can specifically become more resilient.
- You create a culture in which employees can overcome challenges and develop.
- You analyze the vulnerabilities of your company and set levers for more adaptability and stability.
- You receive practical methods to overcome crises, successfully implement changes and remain capable of acting in the long term.

## OVERVIEW

### DAY 1: PERSONAL RESILIENCE AS A MANAGER

Resilient managers remain capable of acting even in uncertain times. They know how to deal with stress, adapt to change and emerge stronger from challenges. Using the vulnerability-stress model, you will reflect on your individual stressors and protective factors in order to strengthen your resilience in a targeted way.

Your own resilience as a leader has a direct impact on your team. You will learn how to create a psychologically safe environment and support employees in difficult situations. Through practical exercises, you will develop specific strategies for effectively using resilience in your day-to-day leadership.

### DAY 2: RESILIENT LEADERSHIP & ORGANIZATIONAL RESILIENCE

Resilience does not end with one's own leadership role – teams and organizations must also be resilient in the face of crises and change. Using the vulnerability-stress model, you will analyze which factors influence the resilience of your teams and organization, and recognize how leadership acts as a stabilizing factor.

You will learn how to remain agile and decisive in uncertain times, how to successfully manage change processes and how to strengthen your team. With practical methods, you will develop strategies to specifically promote organizational resilience and to make your company future-proof.

## METHODS & PHILOSOPHY

Resilience is not an innate trait, but rather a learnable skill – and that is precisely the basis of our training approach. We rely on a combination of scientifically based methods, practical exercises and personal reflection. Through interactive workshops, case studies and the vulnerability-stress model, you will not only gain theoretical knowledge, but also directly applicable tools for your day-to-day leadership.

Our training follows a human-centered approach: resilience arises from the connection between self-leadership, team dynamics and organizational resilience. Therefore, self-reflection, psychological safety and practical solutions are at the core of the training. You will learn how to sustainably anchor resilience in yourself, your team and your organization.

The training was developed by an experienced systemic coach and gestalt therapist who not only supports leaders with proven resilience methods, but also brings a deep understanding of human behavior patterns and change processes. With a holistic view of personal and organizational resilience, we support you in developing long-term stability and change competence.



# CONTENT & FLOW

## Day 1: Personal resilience as a manager

- Introduction: What does resilience mean for leaders? Difference between personal & organizational resilience
- Reflection: Your own resilience strengths and challenges
- The vulnerability-stress model & personal resilience (work-life balance)
- Impulse: How stress, vulnerability and protective factors interact
- Self-reflection: What are my personal vulnerability and protective factors? Developing individual protective strategies for stressful leadership situations
- Recognizing and regulating stress patterns
- Neurobiology of stress and resilience: Why do we react differently? Analysis of one's own stress triggers based on the vulnerability-stress model
- Methods: Mindfulness, mental strength & emotion regulation in everyday leadership as burnout prevention
- Promoting psychological safety & resilience in the team
- Methods: Strengthening trust, promoting tolerance for mistakes, making decisions under uncertainty. Reflecting on your own leadership situations & exchanging ideas with peers
- Task: Reflecting on leadership situations (your own and your team's)

## Day 2: Resilient leadership & organizational resilience

- Leadership in crisis situations – analysis of real company cases, reflecting on your own challenges and developing solutions
- Organizational resilience & the vulnerability-stress model
- Impulse: How can the model be applied to organizations?
- Vulnerabilities (market changes, dependencies, leadership culture), stressors (disruptions, crises, pressure to innovate) and protective factors (agility, decision-making structures, learning culture)
- Exercise: Identify resilience barriers in your own organization
- Leadership as the key to organizational resilience – How can leaders strengthen resilience in their organization?
- Methods: Adaptive leadership, agile decision-making mechanisms in crises; Exercise: Scenario training: Dealing with uncertainty & reacting quickly in crisis situations
- Individual action plan & commitments
- Reflection: What have I gained, what skills and competencies have I acquired?
- Individual resilience strategy for me and my organization, peer coaching: mutual feedback and commitment to implementation

**“We work with triangility because they really know their way around customization!”**

Henryk Schoder (VP People & Culture, X-FAB)

## ABOUT US

The world needs more than just good management: it needs people-oriented innovation. Diversity and flexible working environments. More dialogue than discussion. Digital and technological expertise. Responsibility beyond profit. Systemic thinking and agility. Cultural awareness. The creativity of all.

## CONTACT



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