

The Resilient Manager

- CMI Level 5



CMI Awards

FINALIST

Outstanding Training
Provider of the Year 2022



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Duration

Two teaching days

Validating Body

CMI

Overview

In the midst of economic and business uncertainty, change is the only constant. In these uncertain times there is a significant need for leaders to identify personal strategies for their own physical and emotional resilience and be able to promote these behaviours across their organisation.

Resilience is the ability to manage and adapt to adversity and is important for successful leaders to thrive. The ability to persevere in the face of adversity is perhaps the essential mark of an effective leader. A resilient leader must maintain control, remain grounded and flexible amidst uncertainty. Without a clear and flexible mindset leaders become rigid and difficult to cope.

The Resilient Manager course has been designed to equip leaders with the practical skills, techniques, and tools to perform more resiliently. The course enables leaders to take the learning back to their teams, enabling others to upskill on their own resilience.

Resilient leaders overcome an ever-evolving, complex and challenging environment whilst driving performance and growth.

Who is this course for

The Resilient Leader Programme has been designed for leaders, senior executives and Directors who directly lead/manage people, teams or projects. This course is especially beneficial for leaders who work in challenging, high pressured and emotionally demanding environments. Or Professionals who recognise the benefits of enhancing their own resilience and the resilience of their teams.

Benefits

This course will help you...

- Understand the importance of being a Resilient leader in the effective management of projects, teams and organisations.
- Understand how to inspire, influence and build high-performing resilient teams
- Build on your resilient leadership and management skills.
- Learn resilient management techniques and tools and improve your performance foster a diverse, positive and inclusive working environment.
- Be better equipped to thrive and perform in challenging, high pressured and emotionally demanding work environments.
- Build resilience in people, teams and at an organisational level.
- Take away practical techniques to further develop your own resilience

Learning Outcomes

The aim of this 2-day course is to enable leaders and managers to operate more effectively by developing a resilient mindset and through the utilisation of effective tools and techniques.

Participants will develop an in-depth understanding of resilient leadership strategies and techniques, identifying how to best integrate key elements into their own leadership approach.

Participants will:

- Explore the different dimensions of resilience, wellbeing and leadership
- Have a clear understanding of an inclusive leaders' role in overall leadership and effective management of the organisation.
- Explore their self-awareness and develop approaches to reduce anxiety and stress.
- Learn how to stay calm, focused and keep your confidence high in challenging situations, leading to better decision making.
- Understand how to inspire, influence and build high performing and resilient teams.
- Improve their resilience enabling them to perform at their peak both professionally and personally.
- Increase their agility and ability to respond to change and pressure.
- Learn how to better manage working relationships to be close enough to influence yet distant enough to lead effectively.
- Be equipped with resilient leadership and management skills to enhance team wellbeing, performance, collaboration and agility.
- Confidently be able to deploy a range of resilient management techniques and tools in a professional environment.
- Develop individual and/or group action plans focused on creating a more resilient and productive workplace.
- Learn how to lead from a place of clarity, calmness and confidence.

Qualification

The CMI Level 5 Award in Management and Leadership

Assessment

The CMI Level 5 Award in Management and Leadership is designed for leaders and senior managers who have the authority and personal inspiration to translate organisational strategy into effective performance.

This qualification requires senior and aspiring senior leaders to build on their skills in strategic management and leadership and to focus on the requirements of inter-organisational strategy. You will be required to take the theory, thought leadership and research discussed on the course, and implement it in your professional life by focusing on your own leadership development, and positively challenging organisational strategy.

You will be required to complete one 3,500 – 4,000-word written assignments that require taught theory to be applied to the organisational context:

- Unit 502: Developing, Managing and Leading Individuals and Teams to Achieve Success.

Support

As part of your course fee, you are given unlimited access to post-classroom tutorials. These are organised monthly and run by CMI-qualified tutors to help guide learners through the assignment writing phase.

2022 Finalist for Outstanding Training Provider

In 2022 we were shortlisted for the Outstanding Training Provider of the Year Award with Chartered Management Institute.

The CMI who celebrated it's 75th year, recognised In Professional Development as a provider producing exceptional positive impact on the learner experience in the category of small business, as a result of its partnership with the Institute.



We are honoured to have been shortlisted for our work as a training provider so early in our short period of offering professional development programmes and privileged to continue delivering outstanding courses CMI accredited courses through our Non-HE Partner's relationship. Find out more about our shortlisting [here](#).

Agenda

The course is highly interactive and contains a variety of practical exercises and group work.

Session One: Exploring and Understanding the Importance of Resilient Leadership

Key themes include:

- The changing face of Leadership and strategies needed for managing multiple and remote leaders and teams.
- Leadership behaviours and attitudes regarding pressure and resilience.
- Understanding the nature of resilience.
- Exploring the relationship between resilience, pressure, stress, and adversity
- Self-reflection and developing tools for emotional awareness and a resilient mindset.
- Building and applying resilience skills to your team and techniques to encourage resilience in others.

Session Two: Building a Resilience in the Workplace Strategy

Key themes include:

- Explore the connection between resilience and performance to harness a culture that supports high-performing resilient teams.
- Developing affective recruitment, on-boarding, and performance management systems.
- Identify characteristics of low resilience in yourself and others.
- Support and mentor employees with low resilience and ensure the wellbeing of others and your team.
- Tools and techniques for embedding resilience within the team and organisation.

Tutors

Kim Rutherford

Kim Rutherford is a Psychotherapist, Author, Leadership Consultant, Life Coach, Founder of the unique 8Wise™ Method and host of the Live The 8 Wise Way podcast. She is a mental wellness specialist.

With over 30 years' experience of mental health and psychological wellbeing, both personally and professionally, and also a 15 year international career in people development as a senior manager, Kim is very passionate about supporting others to develop a healthier, happier mind, and a clear focus in their life through practical tangible methods.

Tutors

James Willerton

With more than 10 years of business consulting and professional service experience, James has developed a well-rounded and practical perspective on strategic development and human capital development at all levels and cross-industries both nationally and internationally. With a focus on innovation in strategy development, James is a certified 'exceptional trainer'. He has a diverse background in business management, innovation, strategy development, organisational development, recruitment and operations.

During his role in recruitment, James applied advanced psychometric techniques and personally assessed over 1,000 candidates for client's businesses, as well as his own. Combined with coaching, this has given him an advanced experience of dealing with the human psyche and obtaining optimal results for human capital and organisational development.

James has a very approachable manner, with valuable real-world experience as an employer and a senior consultant to a wide-range of industries and organisations.

Caroline Bainbridge

Caroline is a qualified and experienced psychoanalytic consultant. She takes a distinctive approach to her consulting work with groups and organisations, paying special attention to what lies beneath the surface of everyday experience at work. The emotional dynamics of work impact on teams in ways that often go unnoticed. Caroline is an expert in working sensitively to create new understanding for teams, helping to improve work relationships and to bolster productivity. She is also able to advise on change management and business development.

Caroline trained at the Tavistock and Portman NHS Trust between 2012-2014, gaining her MA Consultancy and the Organisation: Psychoanalytic Approaches. She has provided consultancy services to diverse clients including a major news magazine, a charity focused on homelessness and addiction, a theatre group, a university, a psychoanalytic governing body, and a local grassroots regeneration organisation.

Caroline is a registered and experienced Analytic Network Coach, and a registered member of the Eco-Leadership Institute. She brings a careful eye and a sensitive ear to her coaching practice, focusing on your experience to help you to shape strategies, and to thrive while developing skills for the future.

Caroline has a special interest in working with young people, leaders, and aspiring writers, helping them to make strategic choices about issues linked to professional and educational development. She offers coaching packages and bespoke programmes according to your interest and need.

