

An Introduction To Being A Resilient Leader

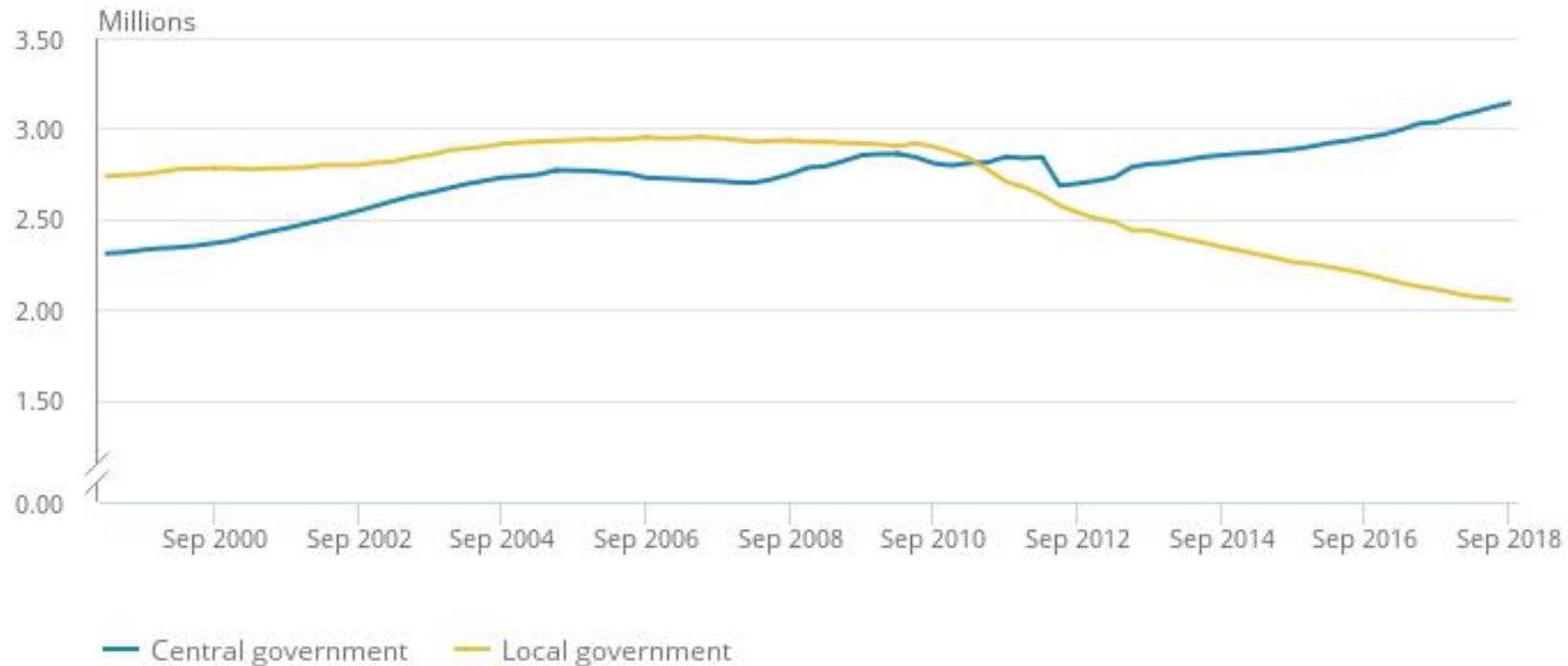
Rene Barrett





Figure 2: UK public sector employment in local and central government, seasonally adjusted

March 1999 to September 2018



Source: Quarterly Public Sector Employment Survey, Office for National Statistics

Balance or blend?



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Positive Emotional States Build Resilience and Commitment



1. Joy
2. Gratitude
3. Serenity
4. Interest
5. Hope
6. Pride
7. Amusement
8. Inspiration
9. Awe
10. Love

(Source: Fredrickson 1998, Frederickson & Brannigan 2005, Isen 2000, Fredrickson 2009)

Psychoneuroimmunology

Serotonin

Dopamine

Oxytocin

CORTISOL

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Research studies show that Positive Emotional States:

- ✓ Increase our peripheral vision
- ✓ We connect ideas better, more creative
- ✓ We connect with people better
- ✓ Improve decision-making
- ✓ Increase a sense of “we” v “me”
- ✓ Reduce a sense of them and us
- ✓ Increase open-mindedness, curiosity
- ✓ Promote helping-behaviour (altruism)
- ✓ Stimulate emotional agility
- ✓ More able to handle complexity
- ✓ Greater willingness to accommodate ambiguity or uncertainty
- ✓ Promotes physical health
- ✓ Prolongs life by 7-10 years

Life on the line? Differences in life expectancy across Greater Manchester



● Female life expectancy at birth (years)
 ● Male life expectancy at birth (years)
 ● IMD Decile (1 most deprived; 10 least deprived)



Tram Network: The Metrolink tram network across Greater Manchester includes nearly 100 kilometres of track and 93 stops. In 2015 there were around 33.4 million journeys (Metrolink 2015). The average journey time between tram stops is 2 minutes, but some stops are further apart.

Data Sources: Office for National Statistics experimental ward level life expectancy and health living life expectancy estimates (ONS 2006) linked to selected Greater Manchester Metrolink tram stops. The selection highlights some of the biggest differences between tram stops. We also include information on socio-economic deprivation at ward level from the Index of Multiple Deprivation.

The life expectancy data is based on mortality among those living in each particular ward in 1999-2003. The estimates are not the exact number of years a baby born in the ward could actually expect to live, both because the death rates of the area are likely to change in the future, as is health care provision and because many of those people born in the ward will live elsewhere for at least some part of their lives.

Resilience?



Stretch or Strain?

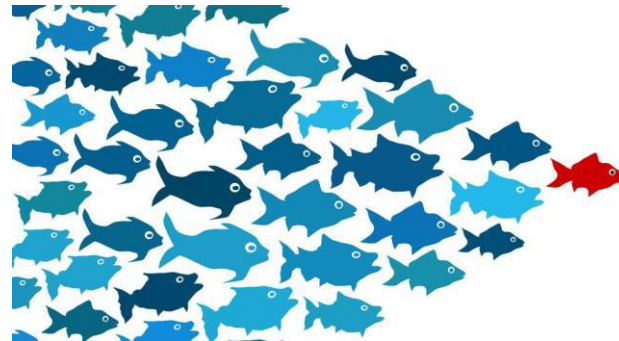
6 Keys for Resilient Leadership

1. Sense of Purpose
2. Positive Mental Attitude
3. Connect with Others
4. Determination
5. Taking Control
6. Looking after Yourself



Resilient Leadership

- Sense of perspective
- Emotional Intelligence
- Purpose, values and strengths
- Connections
- Managing physical, emotional and spiritual energy



Roffey Park 2014

Mayo Clinic



Confidence

Having feelings of competence, effectiveness in coping with stressful situations and strong self esteem are inherent to feeling resilient. The frequency with which individuals experience positive and negative emotions is also key.

Purposefulness

Having a clear sense of purpose, clear values, drive and direction help individuals to persist and achieve in the face of setbacks.

RESILIENCE

Social Support

Building good relationships with others and seeking support can help individuals overcome adverse situations, rather than trying to cope on their own.

Adaptability

Flexibility and adapting to changing situations which are beyond our control are essential to maintaining resilience. Resilient individuals are able to cope well with change and their recovery from its impact tends to be quicker.

Robertson Cooper Dimensions of Resilience

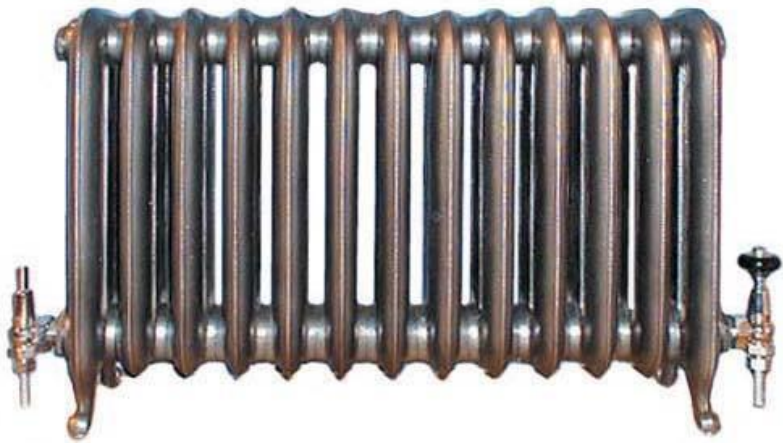


FREE
i-resilience report

Find out more

The advertisement features a blue header with the text 'FREE i-resilience report'. Below this, there is a white report cover with a magnifying glass over a small tree icon. To the right, a larger tree stands in a desert landscape. A blue circular button with a white right-pointing arrow is located in the bottom right corner. The text 'Find out more' is positioned at the bottom left of the advertisement.

Social Support Radiators and Drains



Find out more...

- www.positivepsychology.org
- www.greatergood.berkeley.edu
- www.emotionaleconomy.au
- www.authentichappiness.com
- www.robertsoncooper.com/goodayatwork
- www.harvardbusinessreview.com
- www.londonleadershipacademy.nhs.uk/sites/default/files/Well-being%40work_plan-LAL1.pdf
- www.actionforhappiness.com
- www.ted.com
- www.cipd.com

BOOKS AND RESOURCES

- Positive Psychology by Bridget Grenville-Cleave (2012) This book provides a range of exercises and a toolkit to build greater happiness, purpose and wellbeing
- Learned Optimism by Martin Seligman (1997) This book describes groundbreaking research with tried and tested self-assessments and practical exercises that help you move from a pessimistic to a more optimistic outlook with proven benefits in lowered anxiety, improved immune system, increased personal potential, and well-being.
- HBR's 10 Best Reads on Leadership including Managing Yourself – a range of excellent short reads on the essentials of leadership including several with an emphasis on how to develop and learn greater leadership skills.
- Positivity by Barbara Frederickson (2008) Another groundbreaking book based on exhaustive research that led to the notion that positive emotions make us more effective in the present and also build our resources for the future.
- The How of Happiness by Sonja Lyubomirsky (2007) Another practical book that summarises extensive research together with practical advice and exercises to increase well-being and resourcefulness, though she does not address resilience directly.

“When The Going Gets Tough”

May 28th 2019

Via GM Moving Website

Contact Details:

- Rene Barrett

M. 079500 27327



@renebarrett