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Changing more than a name

Outstanding Leadership Module 8 Wellbeing & Resilience

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Centre for Charity Effectiveness

Intellectual leadership: developing talent, enhancing performance

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For discussion

- What is resilience?
- How resilient are you....
 - generally?
 - this week?

Resilience is...

Our ability to deal with, find strengths in and/or recover from difficult situations

Chris Johnstone

Resilience: Bounce Back or Slinky?



Resilience

- ▶ 'The ability to remain flexible in our thoughts, feelings and behaviours when faced by a life disruption or extended periods of pressure, so that we emerge from difficulty stronger, wiser and more able.' (*Pemberton: Resilience 2015*)
- ▶ 'It is the meaning we attach to events, not the events themselves, which largely determines how we react to them' (*M. Neenan, 2009*)
- ▶ 'If you are distressed by anything external, the pain is not due to the thing itself but to your own estimate of it; and this you have the power to revoke at any moment' (*Marcus Aurelius*)

Resilience – from the latin 'resilire': to leap back

Bouncing Back
**Recovery
Resilience**



Bouncing with
**Adaptive
Resilience**



Bouncing
Forward
**Transformative
Resilience**



Bouncing
Outwards
**Spreading
Resilience**



Four types of bounce–ability helpful in our times

Seven Ways to Build Resilience
Dr Chris Johnstone

Resilience baseline

There will be days when you cope well and days when you cope less well

What helps you feel resilient:

- Strategies
- Strengths
- Insights
- Resources

The SSRI Toolkit



Knowing your typical response: *'Early warning system'*

Physical: Feel stronger, almost invincible, ready for anything, buzzing, *moving into ...*

Tense muscles, difficulty relaxing physically, restless; Headaches, persistent fatigue, constant minor illnesses (colds, runny nose), indigestion; Sweating, cold hands & feet, dizziness, shallow breathing

Emotional: Euphoria, excitement and passion, feeling confident, *moving into ...*

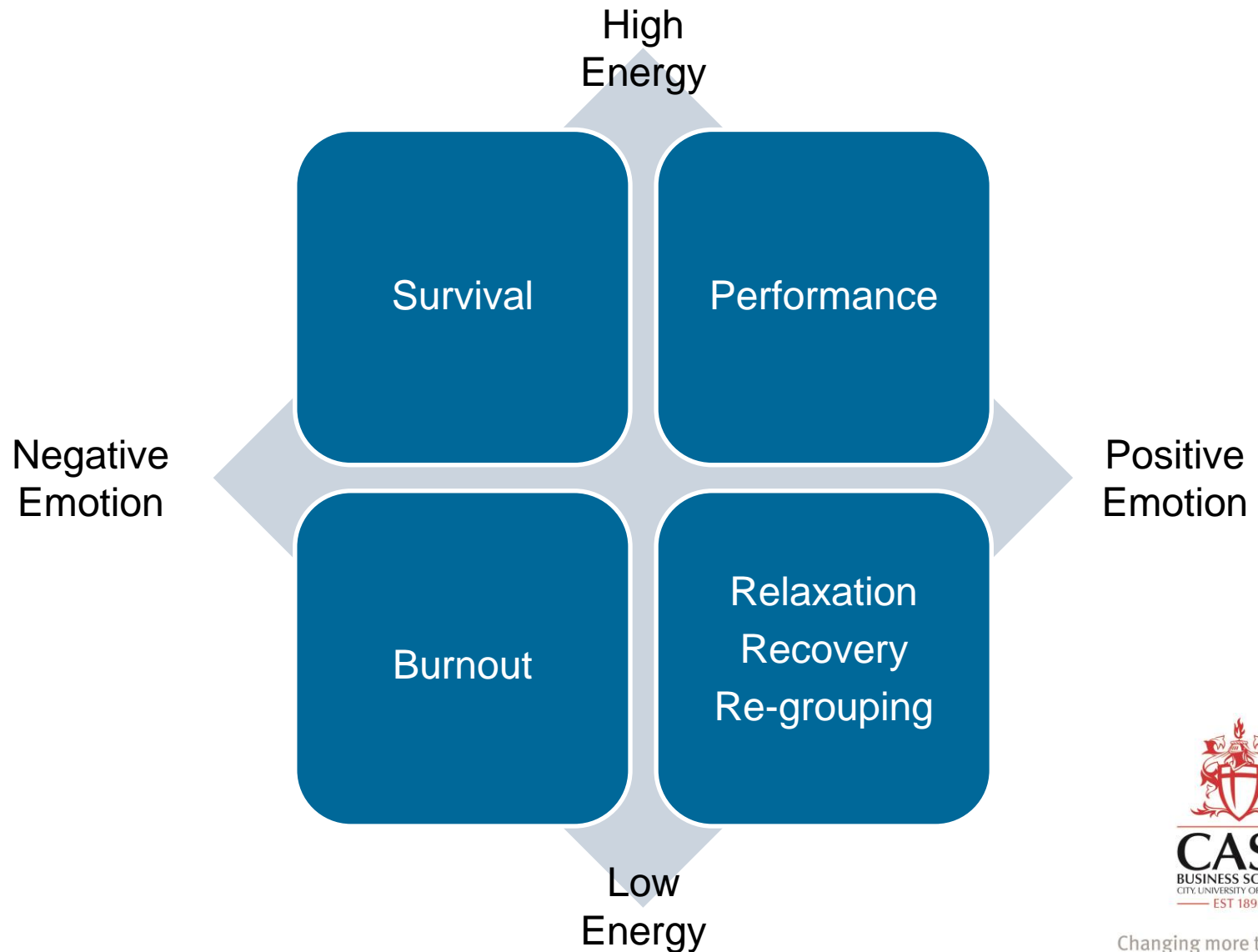
Anxiety, edginess, constant worrying, feelings of insecurity, mild paranoia; Reduced resilience—more easily discouraged, feeling of being helpless/powerless; Emotional outbursts, anger, crying, etc.; no humour

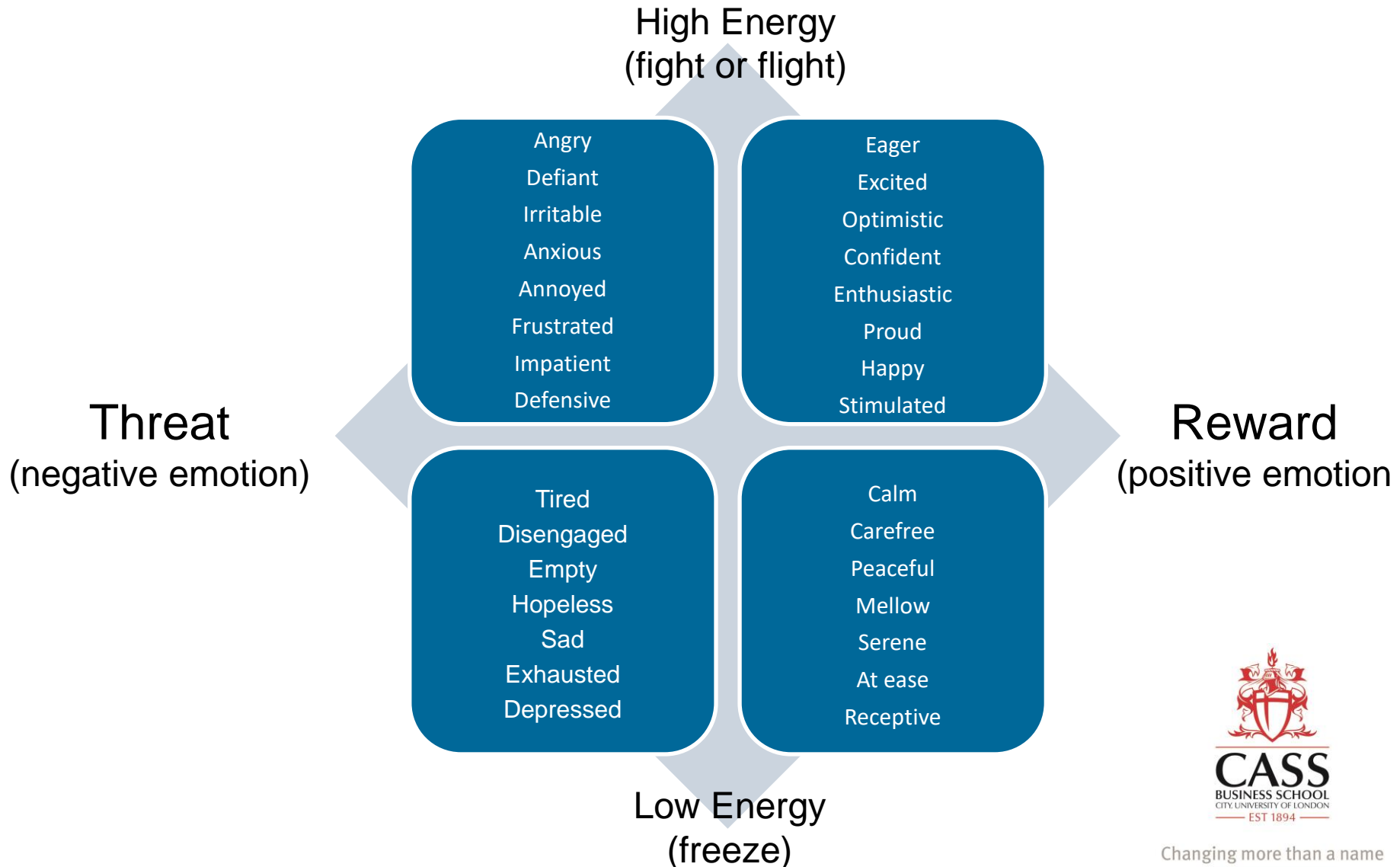
Mental: Sharpened perceptions, heightened concentration, faster thinking, *moving into ...*

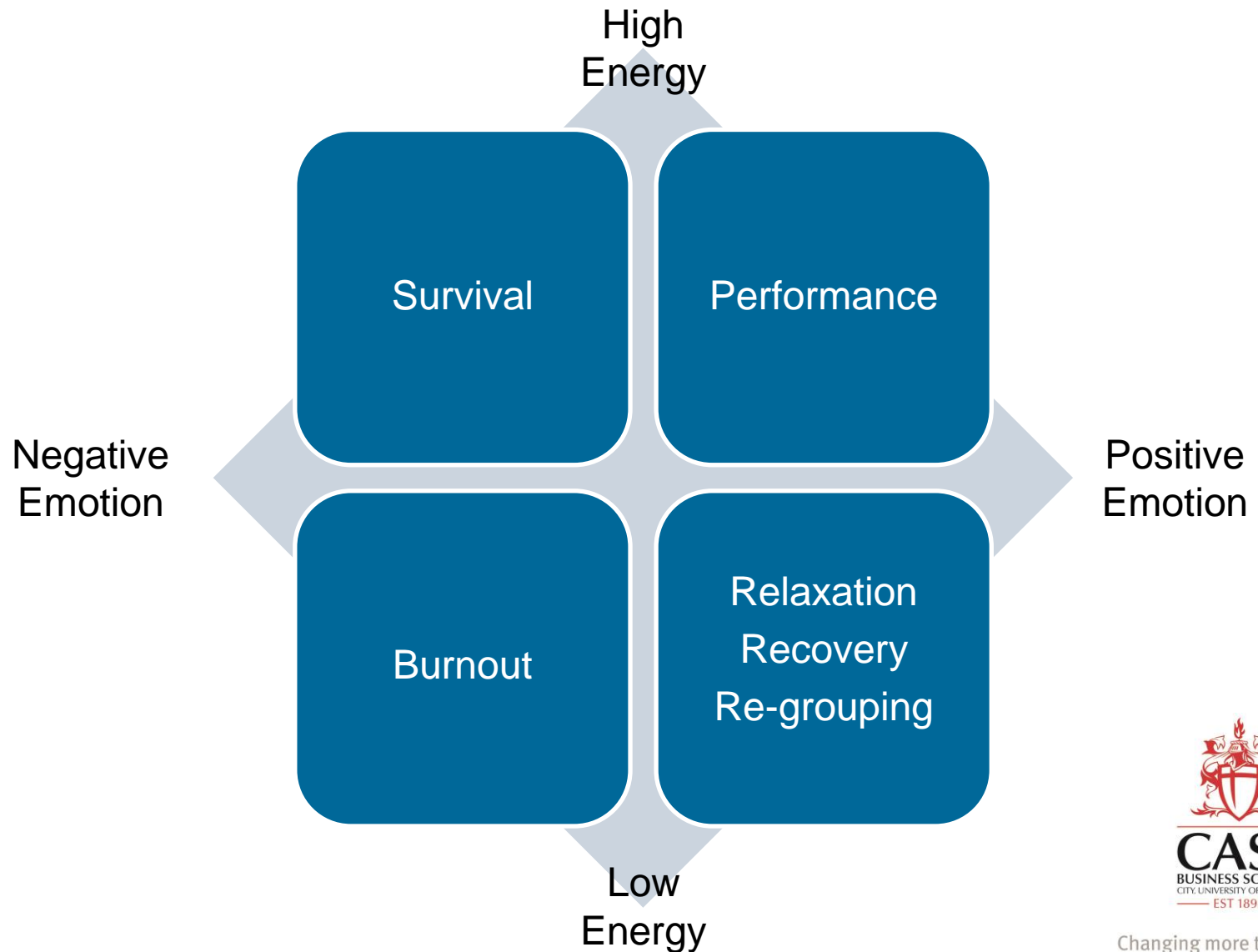
Difficulty concentrating, forgetful; Impaired decision making (even simple ones), poor time management, reduced creativity/innovation, boredom; Excessive self-criticism; pessimism – even fatalistic; failure to respond to challenges

Behavioral: More adventurous, reduced inhibitions, less need for sleep, *moving into ...*

Increased and sometimes excessive use of mind altering chemical—most obviously alcohol, drugs, tobacco, but also caffeine, salty, fatty and/or sugary foods; Nail biting; restless/interrupted sleep; inappropriate risk-taking—too much and too little; Changes in eating—too much and too little (depends on the person); Workaholism ("I must remain in control so I will work harder!"); Absenteeism ("I'm powerless so it doesn't matter"); Either way, increasingly cutting oneself off from others







What are your fuels and drains?



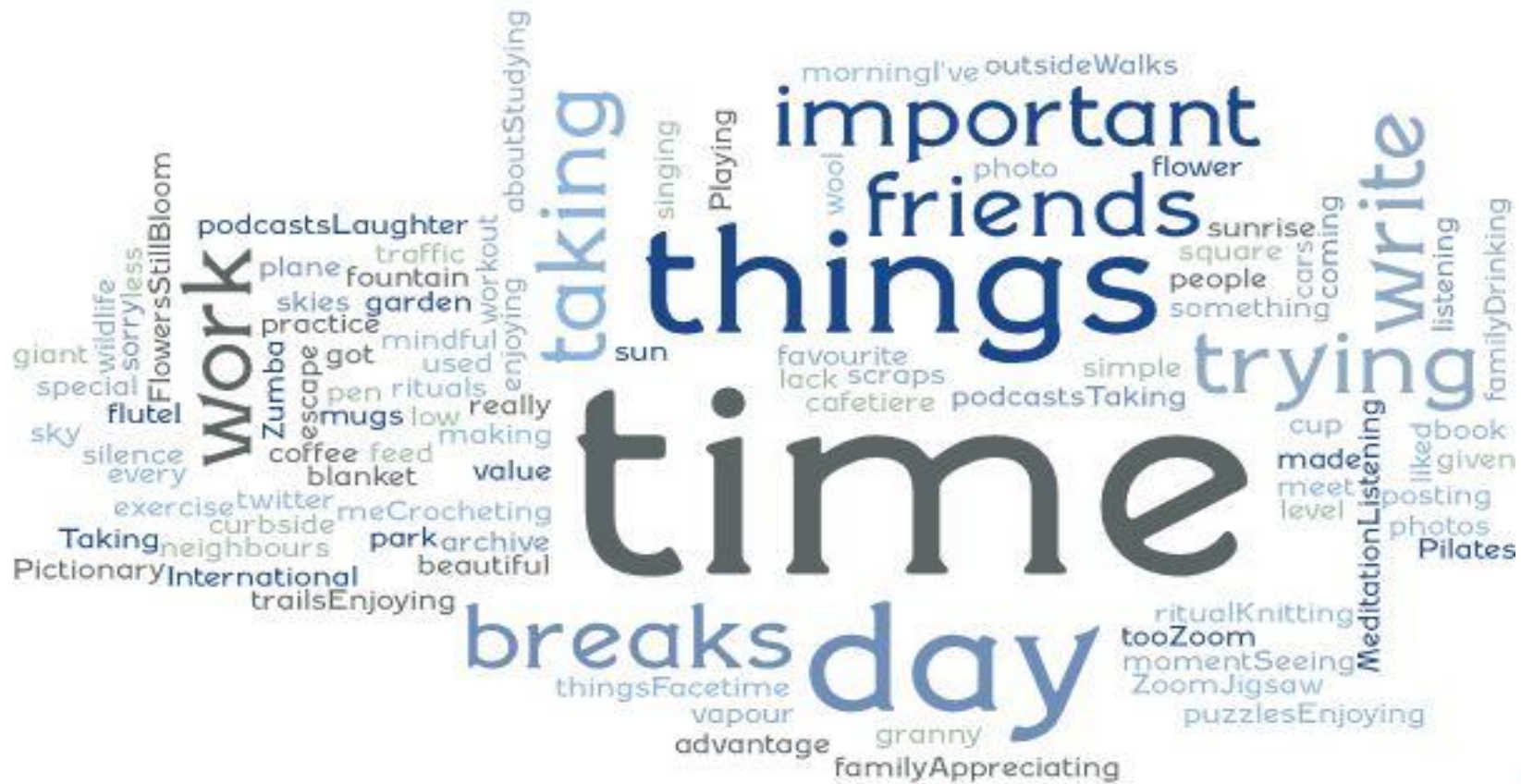
Drains....

- Is it something that has to be done?
 - If yes, do you have to do it?
 - Who else could do it for whom it would not be a drain – it could be a development opportunity or play to a strength of another person
 - Minimise the draining effect of it (*Eat that Frog*) get it out of the way, don't dwell on it, don't put it off, do it and move along to something else
 - If no, stop it

Lockdown Fuels

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Work with what is

“To achieve greatness, start where you are, use what you have, do what you can.”

Arthur Ashe

Getting the basics right



Move

- Walk
- Strength training
- HIIT

Consider:

- What do you enjoy?
- What did you like as a child?
- Go outdoors
- Go with how you feel....



Food and Drink

- Hydrate, hydrate, hydrate
- The right food for you – no deprivation
- Eat the rainbow
- Eating window
- Eating before bed



Recovery – Regroup - Relax

- Sleep and a bedtime routine
- Breathe
- Meditation/mindfulness
- Gratitude
- Unhelpful thinking tactics
- Your fuels



Purpose – Meaning - Belonging

- Where do you find meaning?
- What's important to you?
- What are your personal values?
- What gets you out of bed in the morning?
- What gives you a sense of purpose?
- Where are the places/who are the people with whom you feel a sense of belonging?



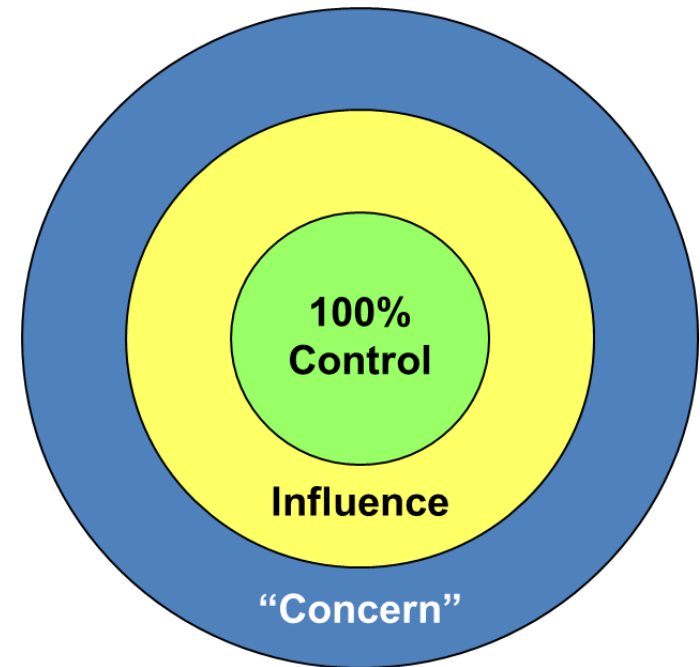
"We are out of our depth"
said the boy



"Just breathe" said the horse
"and hold on"

Focus your time and energy

- What do I have no control over?
- Where/how am I using my energy ineffectively at the moment?
- What am I in control of?
- How effectively am I focussing my energy in those areas?
- What else could I take control of?
- How might I do that?



Your 'vital friends'

Builder

A great motivator, a catalyst. They invest time in helping you develop; they don't compete with you

Champion

An advocate, a personal promoter. They sing your praises even when you're not around

Collaborator

Relates to your passions. They have similar interests & ambitions in work & life

Companion

Always there for you in good & bad times

Connector

Helps you get what you want e.g. by introducing you to others

Energiser

A 'fun' friend who always gives you a boost, helps you relax or get out of a rut

Mind-opener

Expands your horizons and encourages you to embrace new ideas and opportunities

Navigator

Guides & advises, keeps you heading in the right direction.

Reflection...

- What's been particularly useful or interesting to you this morning?
- What might you use with your team members?
- What action(s) have you identified for yourself?

Today I will live in the
moment, unless it's
unpleasant in which case
I will eat a cookie!
-Cookie Monster



Thank you!

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