



Workplace **Resilience Program**

It is your reaction to adversity, not adversity itself that determines how your life story will develop.'

- Nelson Mandela



In a recent report from consultancy Deloitte, C-suite executives and public-sector leaders were asked to rank the most critical workforce traits for an organization's future -

"**Flexibility or Adaptability,**" landed atop the list, after being cited by 54 Percent of the respondents,

A culture of resilience in the workplace offers the potential to support psychological well-being and improve the performance of both people and organisations.

Our Programme

Just like any other initiative, resilience is heavily influenced by cultural contexts, established ways of working and awareness and modelling by leadership teams. If the psychological climate of an organization is supportive and positive, it becomes easier for its members to cope better with personal challenges that they might be facing and support each other during such times.

Our program is based on core components of Resilience, Mindfulness and Emotional Intelligence as listed below :

Topics	Objectives
Dealing with 'New Normal'	<ul style="list-style-type: none"> ● 'New Normal' - Current scenario and its impact. ● Navigating through the difficult emotions around the New Normal ● Practical tips on managing work in the New Normal ● Empowerment and Control - Establishing a sense of control
Performing under Pressure	<ul style="list-style-type: none"> ● Recognizing how stress shapes our brain ● Importance of Mindfulness in managing stress ● Practice exercise to try right away
Technology and Productivity	<ul style="list-style-type: none"> ● Impact between technology overload on well being and productivity ● Digital fatigue and burnout ● Dealing with distractions, interruptions and flow ● Understanding skills to optimise well being and performance
Cultivating Mindfulness	<ul style="list-style-type: none"> ● Understanding the concept of Mindfulness ● The science behind Mindfulness ● Mindfulness : The techniques, know- how, understanding the practice ● Incorporating Mindfulness into effective habits for everyday life
Building Social and Emotional Immunity	<ul style="list-style-type: none"> ● Awareness of Social and Emotional Contagions ● Impact of emotional and social wellbeing on behaviour ● Strategies to build social and emotional immunity

Topics	Objectives
<p>Building Resilience</p>	<ul style="list-style-type: none"> ● Elements of Resilience-3C'S & 3P'S ● Strategies for building Resilience ● Building Long term skills for optimising performance in the face of uncertainty and change.
<p>Science of Change and Habitformation</p>	<ul style="list-style-type: none"> ● Neurobiology of Habit change-The Habit Loop -how habits work and how to create new habits ● Understand the cognitive biases affecting mind-sets and behaviours when facing change ● Incorporating skills to identify obstacles to habit change ● Initiating sustainable behaviour change
<p>MentalHealth Awareness</p>	<ul style="list-style-type: none"> ● Understanding the concept of Mental health at workplace, its impact on Employee's working life. ● Increase visibility of mental health, how it affects employees and begin to remove unhelpful perceptions. ● Create a new collaborative approach to reducing mental health risk factors and promote a positive environment at workplace. ● Increase help seeking behaviour at workplace.
<p>Navigating uncomfortable emotions</p>	<ul style="list-style-type: none"> ● Enhance emotional awareness. ● Strategies to manage uncomfortable emotions. ● Self compassion and its role in managing difficult emotions. ● Understanding the link between mindfulness, wellbeing and performance.
<p>Building Resilience</p>	<ul style="list-style-type: none"> ● Autopilot Mode :Understanding how cognitive biases impair our decision making – distraction, preoccupation, etc. ● Using techniques like Mindful Communication for sustainable change at workplace ● Incorporating Mindfulness to align with the Workplace culture

Program Deliverables

Deliverables	Description
Assessments to assess impact of the Program	Pre and Post – Before the program deliverables are initiated and as the program ends
Monthly workshops	Various topics relating to performance, resilience and mental well-being
Individual coaching and therapy sessions	Discount on Therapy Services
MindPlus Mobile Application	Access to the MindPlus Mobile Application

***Continued Assistance - Seamless Support and Assistance by MindPlus Team of Psychologists throughout the program.**



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