The Resilient Manager
Build a mindset of resilience, grit and change leadership

OVERVIEW
Even with a solid grounding in people practices, managers need specific tools and methods to guide staff through today’s spectacular pace of change in business conditions and within their organizations. This seminar helps you build employee buy-in, cooperation and productivity when changes occur due to revamping outdated processes, working for a new boss, experiencing budget cuts, mergers or other sources of turmoil in a person’s work routine. It starts with practical Emotional Intelligence techniques to support the often overlooked feelings and mindset within the team, then explores approaches to helping people adapt and develop behaviours and strategies leading to breakthrough performances.

KEY BENEFITS & TAKEAWAYS
• Understand the meaning of grit and resilience
• Building your resilience for times of change and showing others how to do the same
• Develop self-awareness and self-regulation for a consistent approach to management
• Acquire a manager’s toolkit for effectively leading people during times of change
• Manage your own “brand image” and leadership characteristics that nurture trust
• Building on concepts of influence to better bring about change
• Identify and develop behaviours that enable people to achieve new business objectives
• Gain insights on helpful Emotional Intelligence techniques to support people’s concerns and feelings

The McGill Executive Institute plays a vital role in helping you continually invest in your skill set and human capital.

Jason Taylor - Bourse de Montreal Inc.
WHO SHOULD ATTEND?

This program is specifically designed for executives with years of experience in management looking to develop greater professionalism and self-awareness while acquiring cutting-edge methods for managing people. It provides a valuable follow-up for participants in our flagship Essential Management Skills seminar but it is not a pre-requisite.

PROGRAM IN DETAIL

The seminar leaders use a dynamic mix of concept sessions, success stories and challenging but fun action learning involving break-out exercises, idea forums and case work. You will receive several useful take-away tools to apply immediately in your workplace.

Key Themes covered over the duration of the program include:

DAY ONE

Leading Change
- Understanding how your mindset allows you to accept or resist change
- Understanding the seven key characteristics of grit and resilience
- Building key actions that help build the seven characteristics of resilience
- Understanding how key behaviours affect your ‘brand image’
- Defining influence using the latest neuroscience research and how you can integrate it to manage better

DAY TWO

Behaviours for Top Business Results
- Introduction – driving and resisting forces of change
- Defining organizational change
- Phases of change, from planning and communicating to managing the transition
- Driving forces and success benchmarks in change initiatives
- Recognizing the key steps and factors to manage during change

A Change Agent Toolkit
- Building and communicating a solid case for change
- Understanding the consequences of change to employees and managers
- Identifying key change behaviours linked to business results
- Building positive leadership consequences that sustain change

Program Wrap-Up
- Putting it all together in a clear individual development plan

As an integral part of McGill’s Desautels Faculty of Management, the Institute’s faculty team is comprised of McGill University professors and lecturers as well as highly-rated academic and business experts from around the world. Please visit our website to review the complete faculty team assigned to this program.