



SKILLS FOR GROWTH SME

Business Resilience

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www.skillsforgrowthsmc.co.uk





“Resilience is the capacity to recover quickly from difficulties and the ability to bounce back in the face of adversity”

Thrive Global

Changing The Way We Work And Live



“Resilience is the quality that was summoned in us by all the challenges in 2020. And it’s going to carry us all forward into 2021”



IF YOU'VE EVER...





Optimism

Positive thinking

Adaptable

Strong sense of purpose

Proactive thinking

Accountability

Confidence and self-belief

Managing uncertainties

Persistent





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UNDERSTANDING STRESS

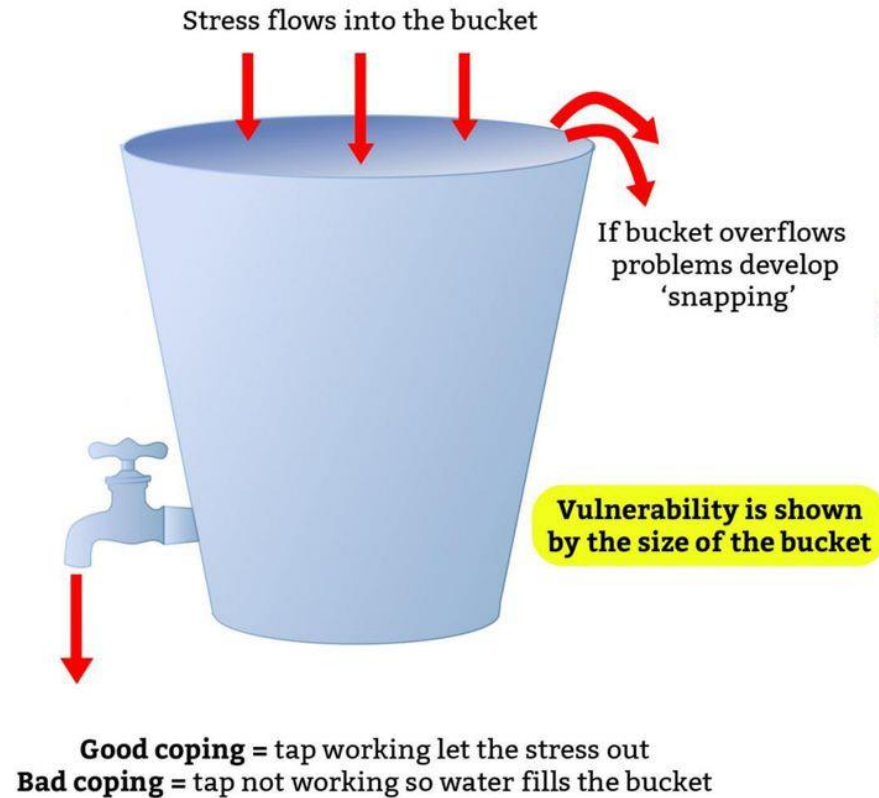
Stress is a state of mental or emotional strain resulting from adverse or demanding circumstances.

It is a mental state we experience when there is a mismatch between perceived demands and perceived ability to cope.





WHAT'S IN YOUR STRESS CONTAINER?



The
Stress
container



Image taken from Mind Charity - Birmingham



RECOGNISING THE SIGNS

PHYSICAL

Headaches
Fatigue
Breathlessness
Tense muscles
Knots in
stomach
Heart
palpitations
Frequent
illnesses

MIND

Worrying
Muddled thinking
Indecision or
hasty decisions
Impaired judgement

EMOTIONS

Anxiety
Depression
Anger
Irritability
Loss of confidence

BEHAVIOUR

Restlessness
Insomnia
Loss of appetite
Loss of sex drive
Drinking more
Smoking more
Recreational drugs



BURNOUT

“The state of having no energy or enthusiasm because of working too hard, or someone who shows the effects of this state.”

Nearly **60%** of leaders reported they feel used up at the end of the workday, which is a strong indicator of burnout.

Approximately **44%** of leaders who feel used up at the end of the day expected to change companies in order to advance; **26%** expected to leave within the next year.

Stats taken from Forbes - Development Dimensions International's Global Leadership Forecast 2021



ESTABLISHING BOUNDARIES



Healthy work/life balance vs. Performance Incentive structures

High levels of stress = poor decision making

Setting an example for your team to establish a healthy work/life balance

LOOKING AFTER YOU



- ❖ Do things you enjoy doing, take time for you and put yourself first
- ❖ Move more, get outside and take regular breaks
- ❖ Fuel yourself well
- ❖ Manage your media intake. Being selective about what you look at is important, establishing boundaries about how long you spend on your devices and setting time limits can all be helpful.
- ❖ Look after your sleep routine



HOW OUR THINKING MAKES US RESILIENT

POSITIVE
VIBES



ACCEPT
THE GOOD



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**JOIN THE
SKILLS
REVOLUTION**

SME SUPPORT

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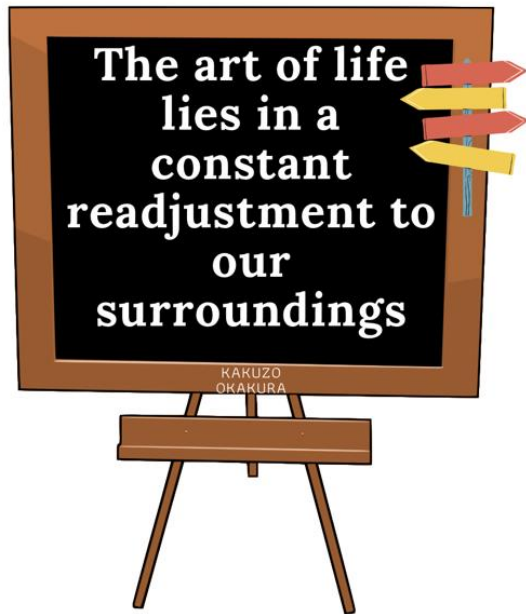
RESILIENT LEADER TOOL KIT





CHAMPION CHANGE

“We can’t always control what happens to us, but we can control how we think and respond.”



- ❖ Adopting a growth mindset, thinking flexibly and being receptive to change and open to new experiences
- ❖ Thinking flexibly allows us to make a more accurate evaluation of threats we face, having more balanced thoughts allows us to stay emotionally and physically calm
- ❖ Being able to see beyond the here and now
- ❖ Be masters of communicating vision and strategy, so that your teams not only know what’s changing, but why



MAKE POSITIVE CONNECTIONS

- ❖ Develop meaningful, positive, professional and personal relationships
- ❖ Having a healthy social network, a team that communicates effectively, people who you trust and can lean on when you need support or advice
- ❖ Think about the last time you were stressed - Who did you turn to? Who helped you through it?

“You are the average of the 5 people you spend the most time with”

– Jim Rohn

Who is influencing you?





SEEK SELF AWARENESS

BE ACCOUNTABLE

SEEK FEEDBACK

SET GOALS

REFLECT

INNER DRIVE



EMBRACE LEARNING

- ❖ Seek opportunities to improve regularly
- ❖ Avoid becoming stagnant
- ❖ Prioritise development for your people
- ❖ Share best practice





Trusting one another and having a safe working environment

Pivoting in times of change and improvising

YOUR RESILIENT TEAM

Effectively completing tasks together

Communicating effectively, bringing positivity and supporting one another

Sharing a common view of teamwork

Bouncing back in the face of adversity



IS WHAT I'M DOING HELPING OR HARMING ME?

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ANY QUESTIONS?

