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LUNCH & LEARN WEBINAR

From Resilience to Wesilience: Building and anchoring human centric resilience skills at scale



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INTRODUCTIONS



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OUR DISCUSSION

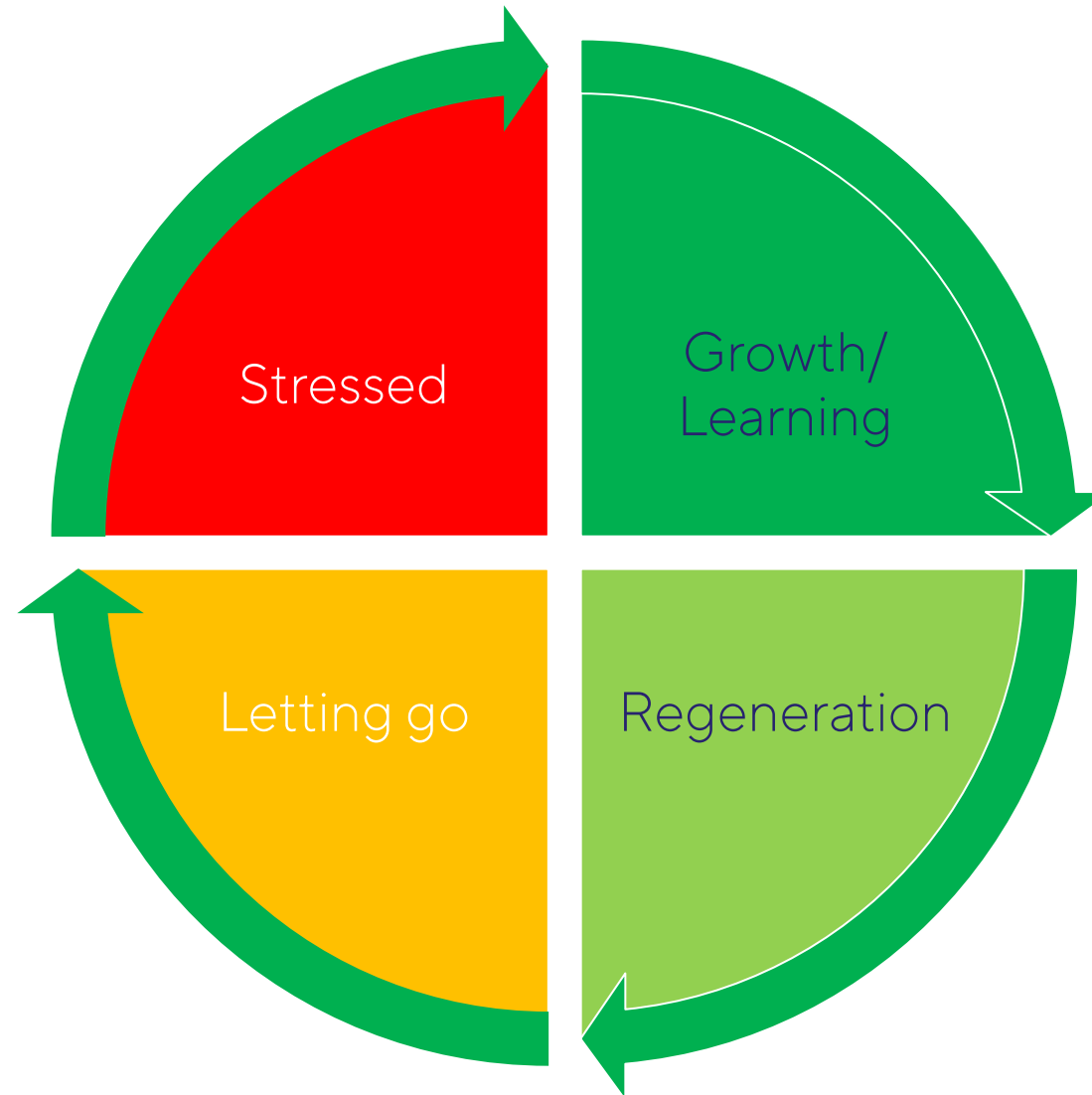


1. What is resilience?
2. What makes you personally resilient?
3. Why are resilience skills and capabilities important?
4. What role does mindfulness play in resilience?
5. How can we build organisational level resilience?

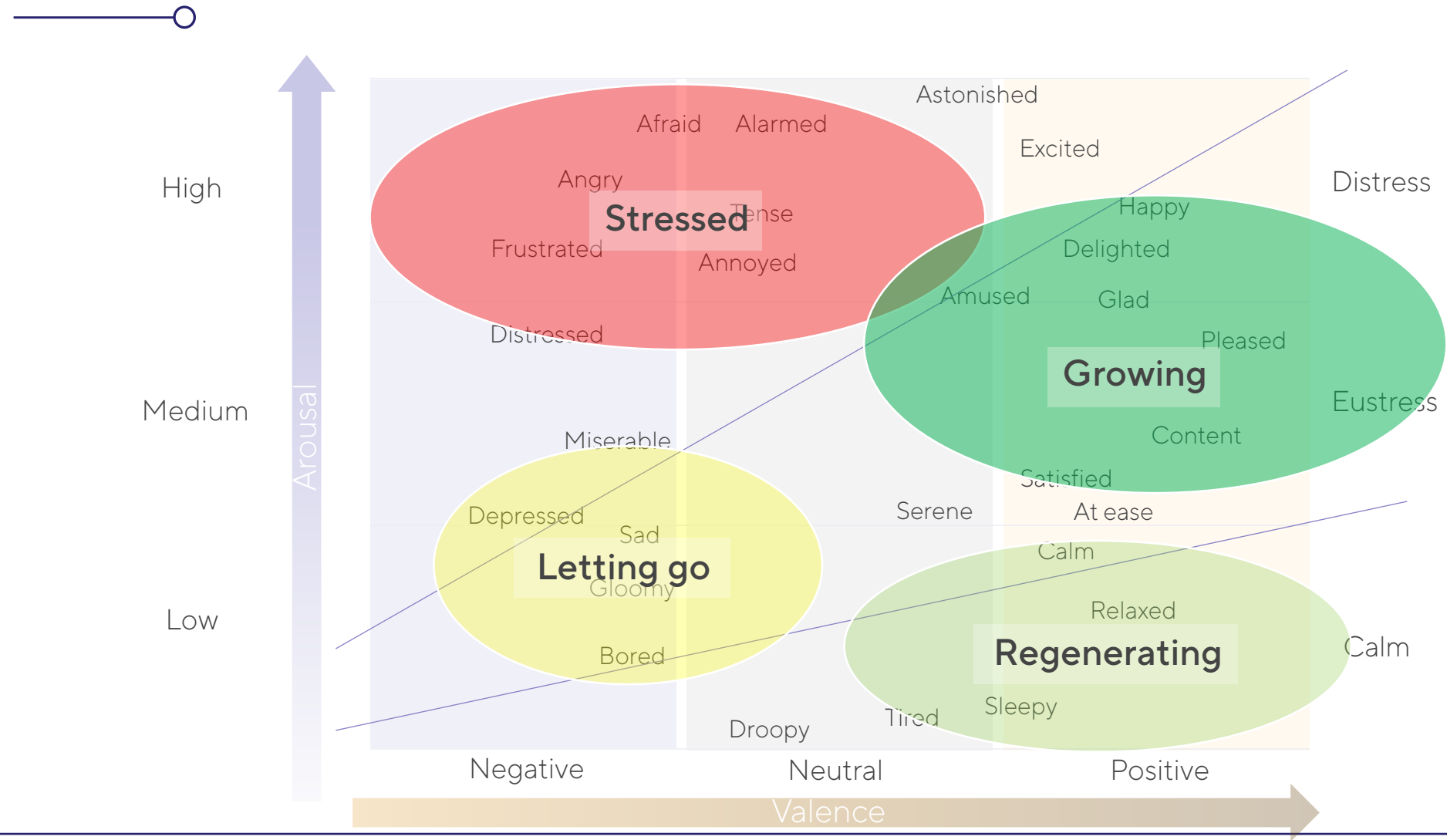


What is
Resilience?

RESILIENCE: NATURAL CYCLES OF STRESS, GROWING, REGENERATION AND LETTING GO



SHIFTING BETWEEN THE FOUR STATES IS VITAL FOR RESILIENCE



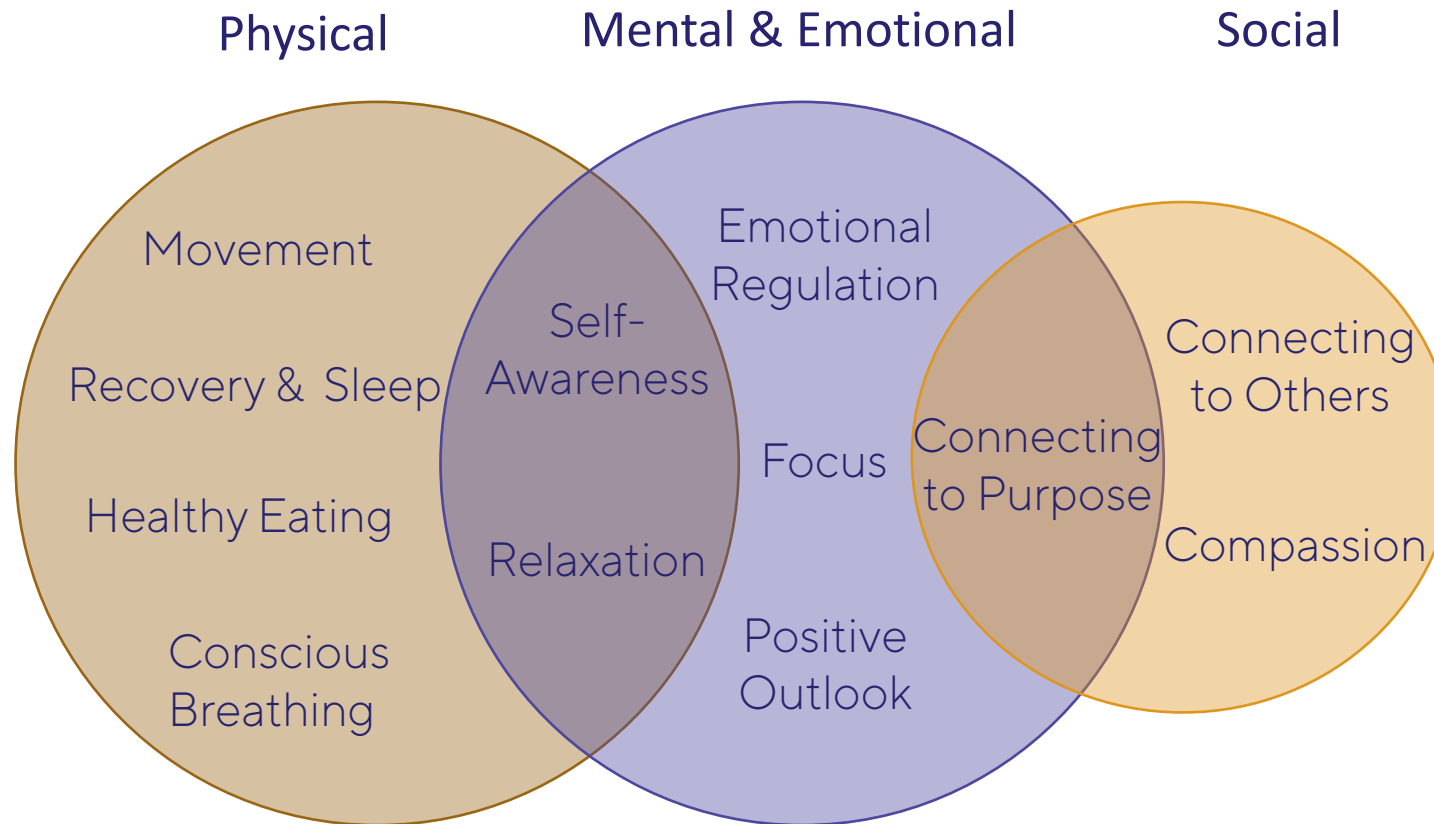


What makes you personally resilient?



WE IDENTIFIED 12 RESILIENCE SKILLS

Within 3 connected domains

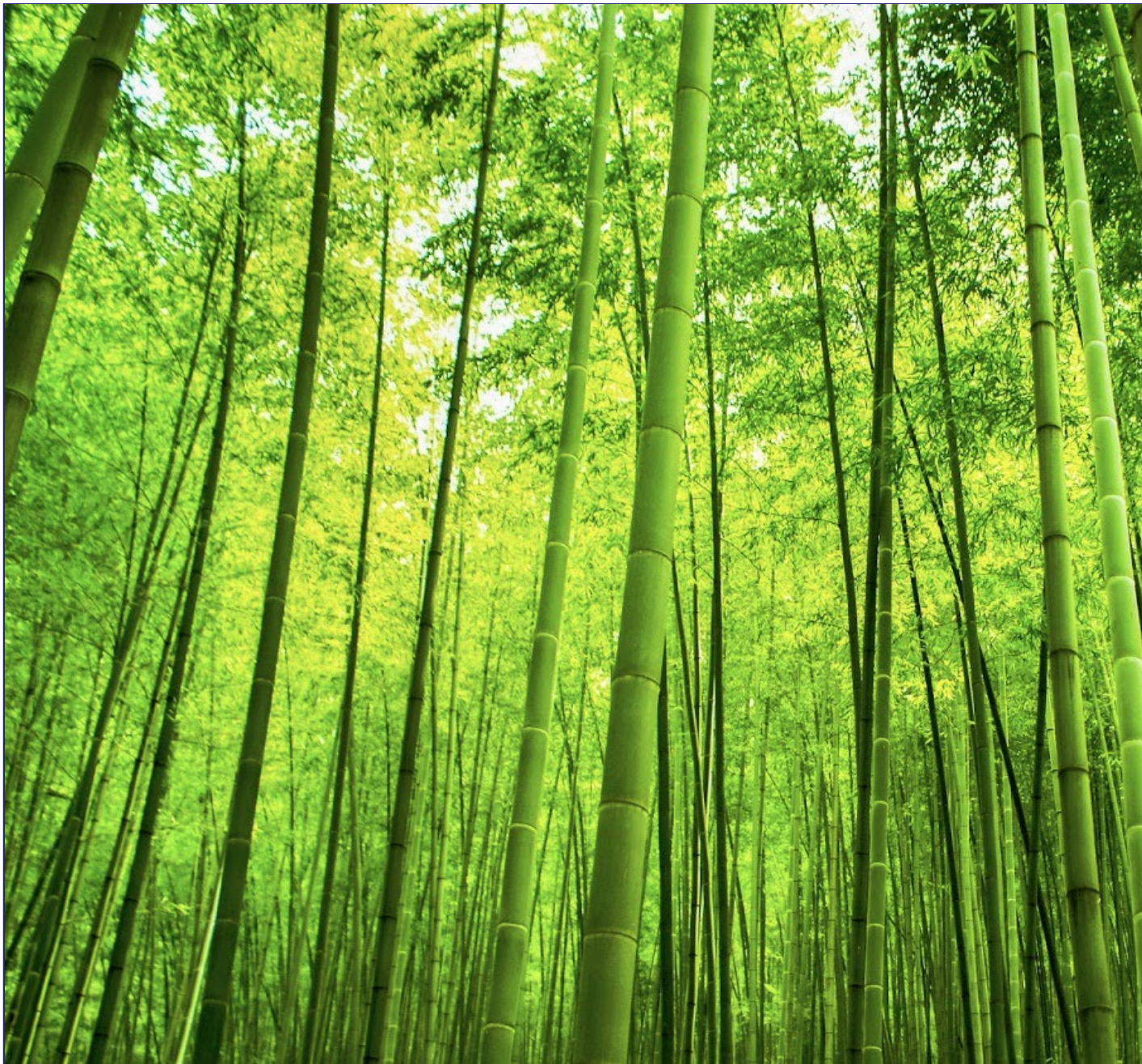


LEARNING TO CULTIVATE RESILIENCE SKILLS

Learning to Relax the nervous system



Shifting of autonomic nervous system from sympathetic to parasympathetic activation leads to improvements in health, immune system function, energy, and mood.



Why are resilience skills
and capabilities
important?

RESILIENCE BEHAVIOURS MAKE A BIG DIFFERENCE

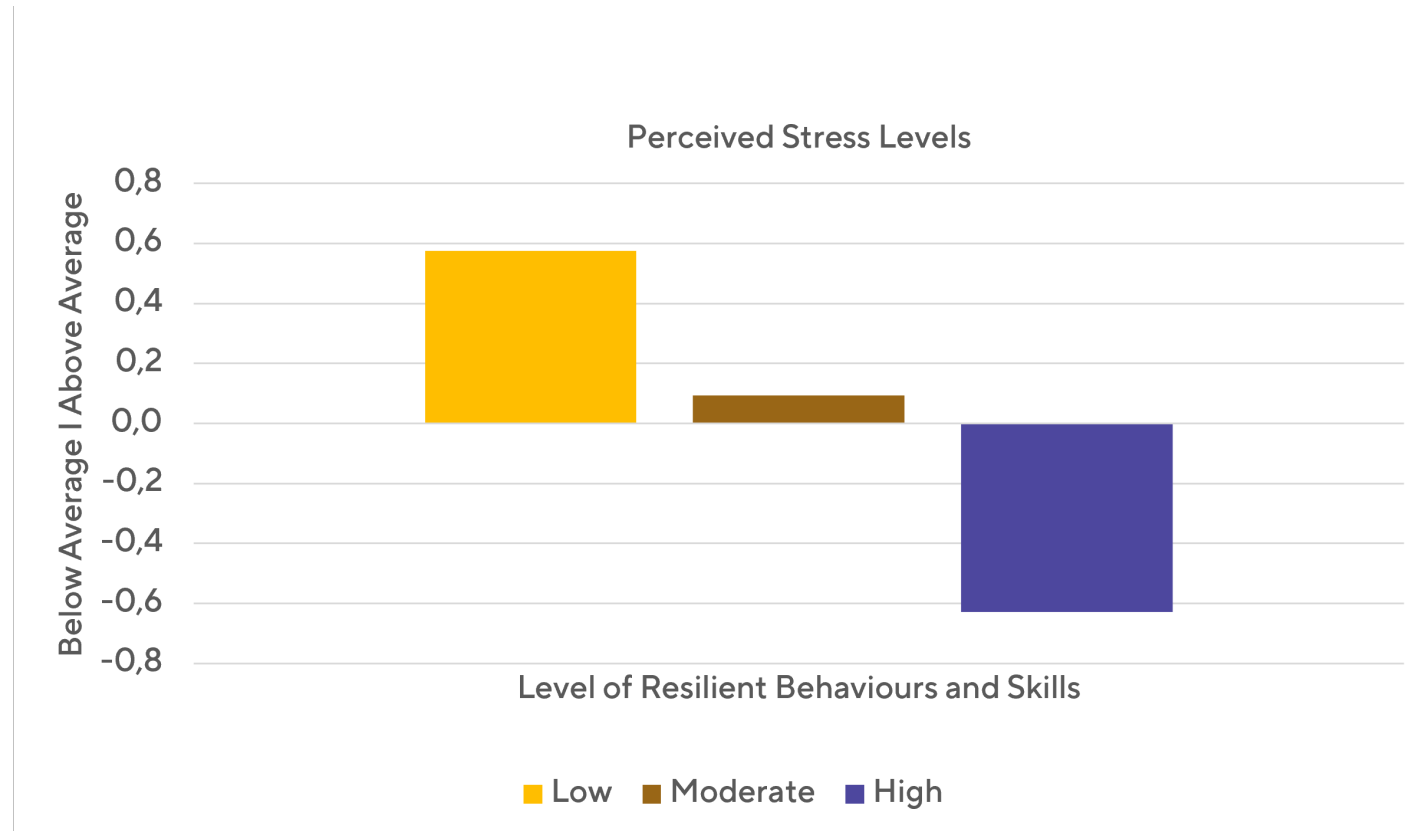


Fig. 4: The higher the number of resilience skills and behaviours, the lower the perceived stress. Normed scores of perceived stress, a score of 0=average score of sample (Perceived Stress =6.68 (the cutoff for chronic stress = 7.0).

Source: Awaris data of N=1200 respondents of the resilience

RESILIENCE SKILLS CAN BE CLUSTERED IN COMPETENCIES



Mindful Selfregulation

- Attention Regulation
- Self-Compassion
- Relaxation and Breathing
- Self-Awareness



Connected Giving

- Emotional Intelligence
- Positive Outlook
- Connection to others
- Connection to purpose



Healthy Habits

- Healthy Eating Habits
- Healthy Sleeping habits
- Healthy movement habits

Distribution of competencies

- 41% have no strong competency
- 32% have one
- 17% have two
- 10% have one

DIFFERENT COMPETENCIES REGULATE DIFFERENT TYPES OF STRESS



	Link between Stressors and Resilience Profiles		
	1. Self-Regulation	2. Healthy Behaviours/ Energy Management	'3. Social Integration / Relationship Management
Overall Performance	●	●	●
Heavy Work load	●	●	
Unrealistic Job demands/ understaffed	●	●	●
Change of Responsibility or job ambiguity			●
Poor interpersonal relationships at work			●
Challenges of hybrid or virtual work			●



What role does
mindfulness play in
resilience?



RECENT NICE REVIEW OF WORKPLACE WELLBEING INTERVENTIONS

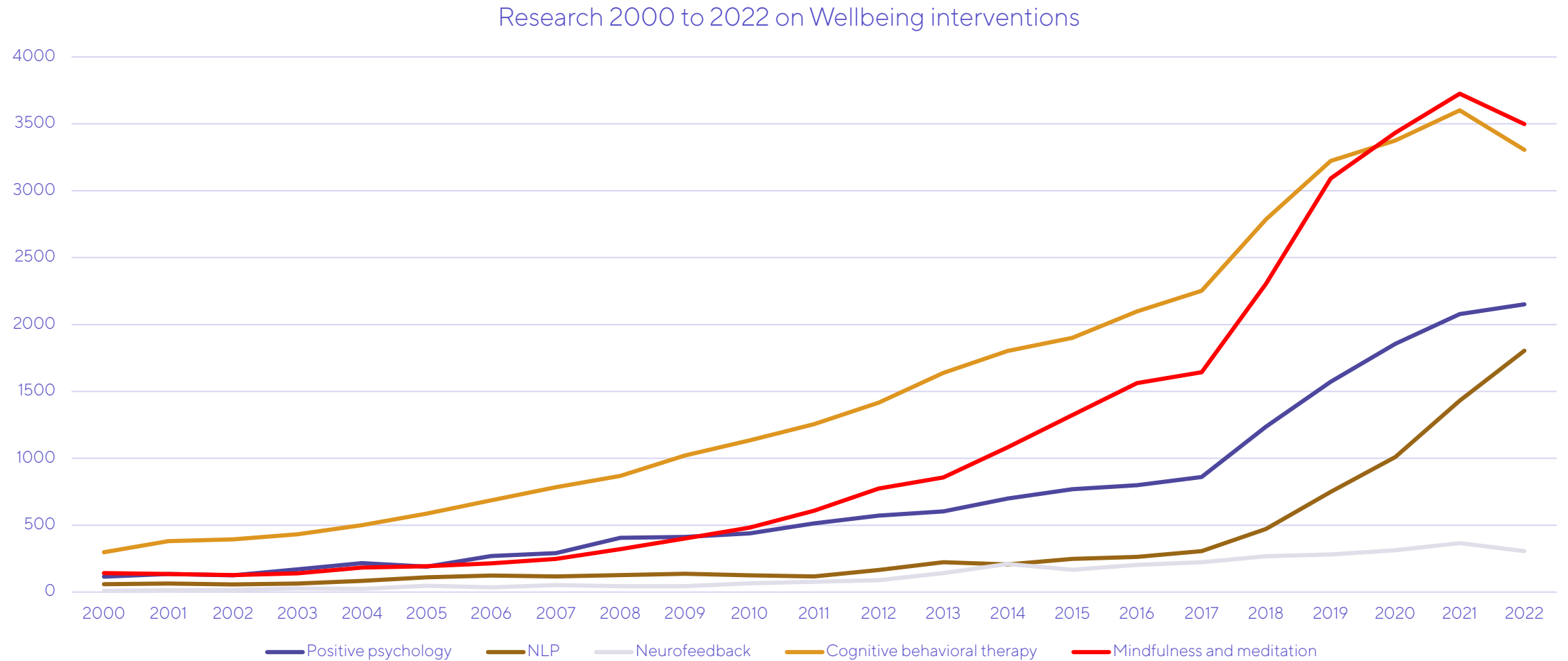


*“the committee agreed that mindfulness and meditation **were most effective overall** in reducing job stress and mental health symptoms and having a positive effect on employee mental wellbeing. The evidence showed that these interventions were effective when delivered either in a group or online”*

Source: NICE Review – published 2nd March 2022 (<https://www.nice.org.uk/guidance/ng212> - Review of 7000 studies, expert interviews, panel consultation over 6 months)

MINDFULNESS RESEARCH HAS OUTSTRIPPED MANY OTHER FIELDS

And recently reached the level of research on cognitive behavioural therapy



MINDFULNESS PRACTICES HAVE A STRONG IMPACT ON RESILIENCE SKILLS

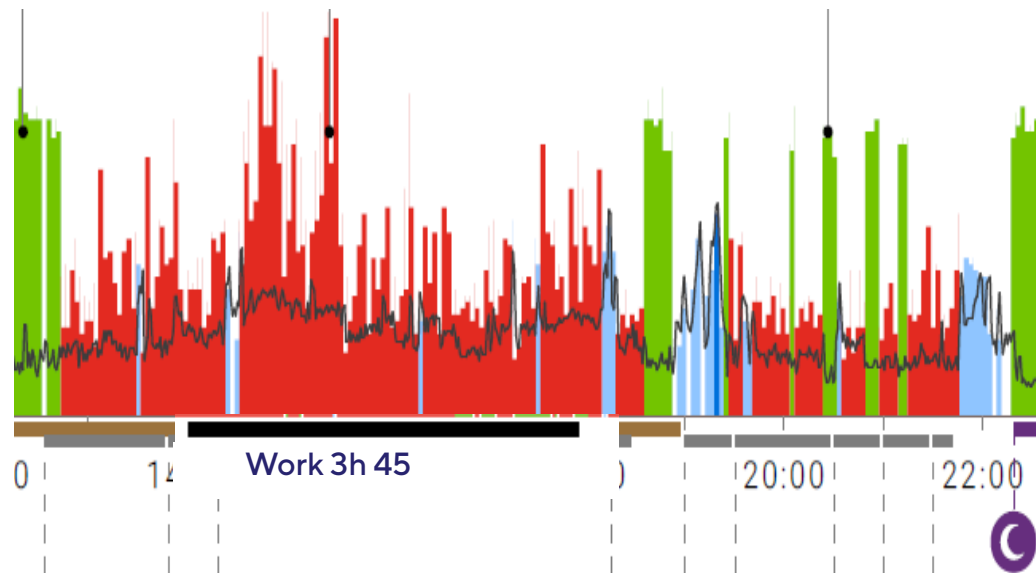


Competencies		Strength of evidence for impact of mindfulness on this skill
Domains	Skills	
Physical	Physical Exercise	Moderate
	Recovery (incl. Sleep)	Strong
	Healthy Eating	Moderate
	Conscious Breathing	Strong
Physical + Mental / Emotional	Relaxation	Strong
Mental / Emotional	Self awareness	Very Strong
	Focus	Very Strong
	Emotional regulation	Very strong
	Positive outlook	Strong
Mental / Emotional + Social	Purpose & Meaning	Strong
Social	Connection	Strong

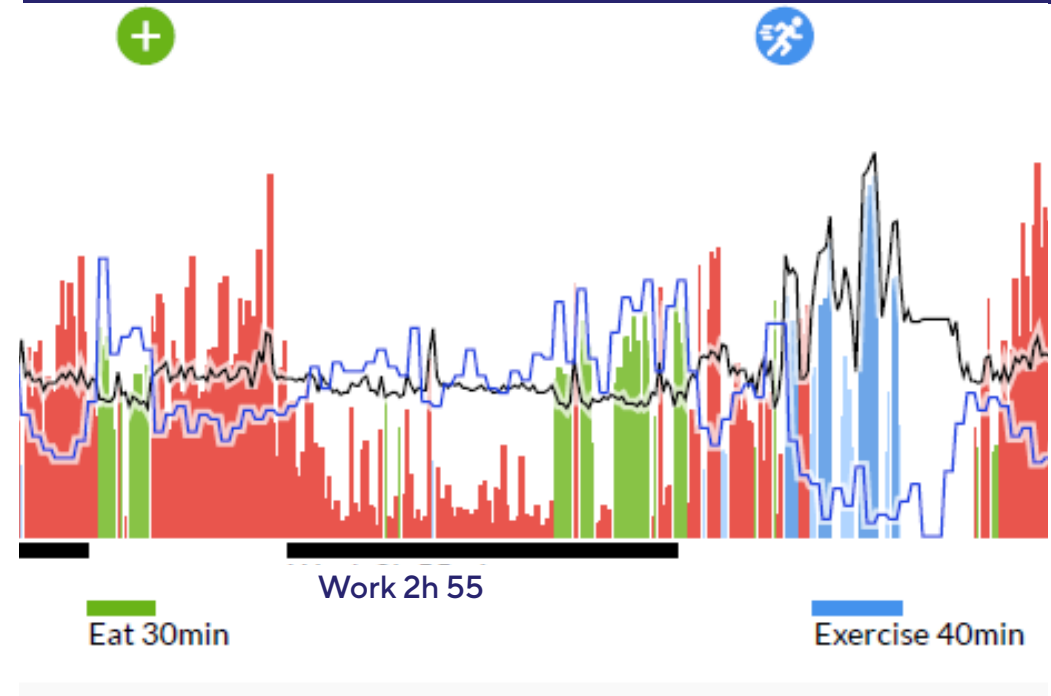
WHAT FOCUS CAN LOOK LIKE



Poor attentional control: high effort - high tension levels while working



Good attention regulation: work focused with low effort

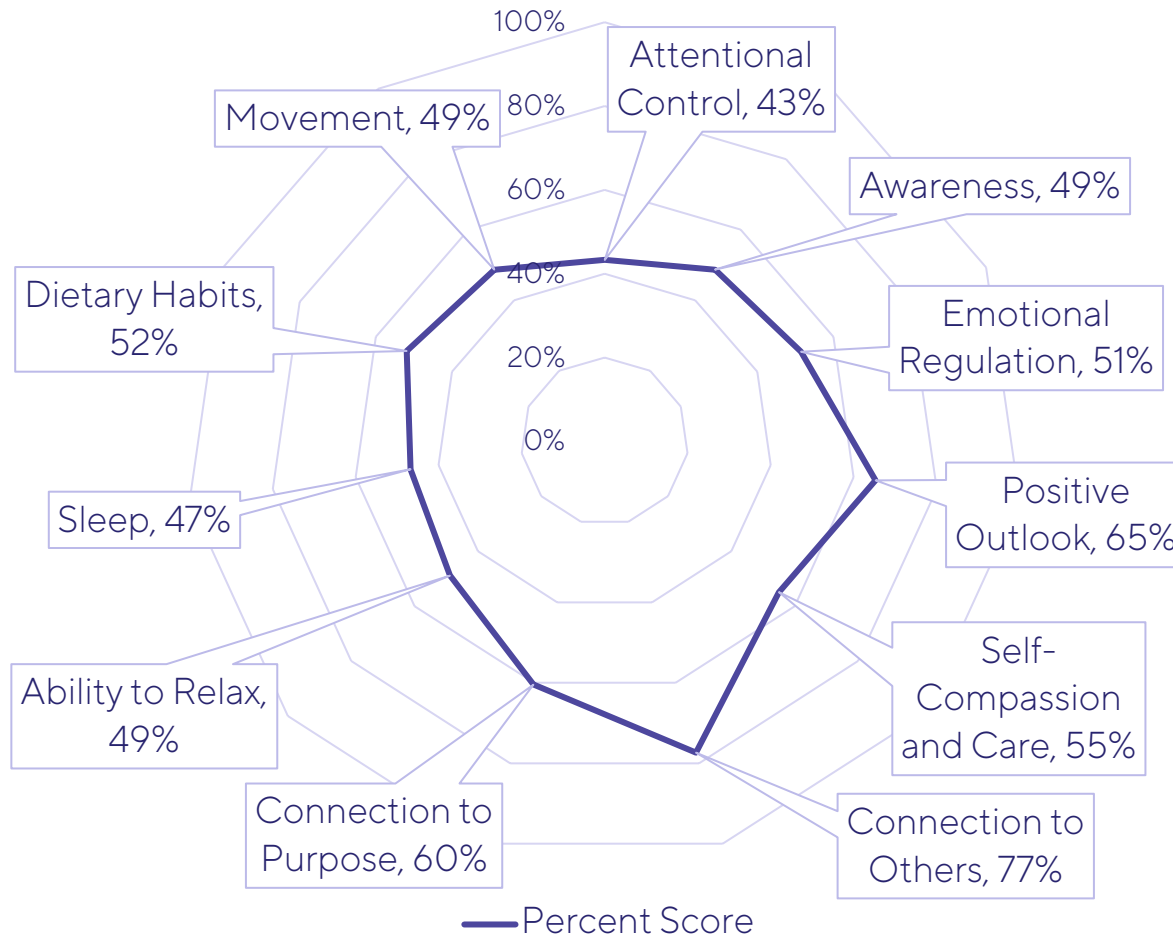




How to build resilience at scale?

ASSESSING POPULATIONS AND SKILLS

12 factors of Resilience – Resilience-boosting behaviors & skills



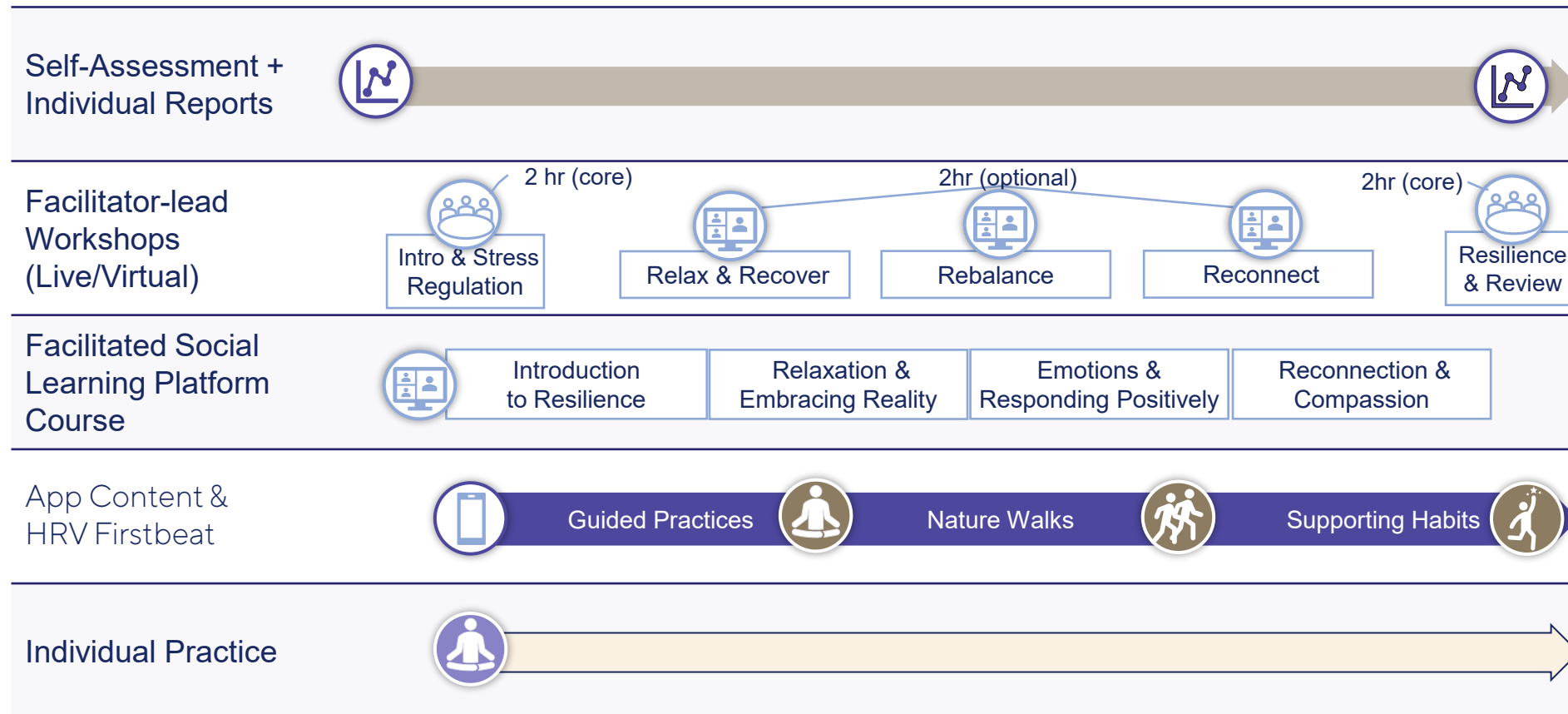
This population has highest rating for

- Connection to Others
- Positive Outlook
- Connection to Purpose

Lowest rating for

- Attentional Control
- Sleep
- Movement, Self-Awareness, and Ability to Relax

BUILDING RESILIENCE JOURNEYS





We-Silience - Organisational resilience

LIMITS TO INDIVIDUAL RESILIENCE

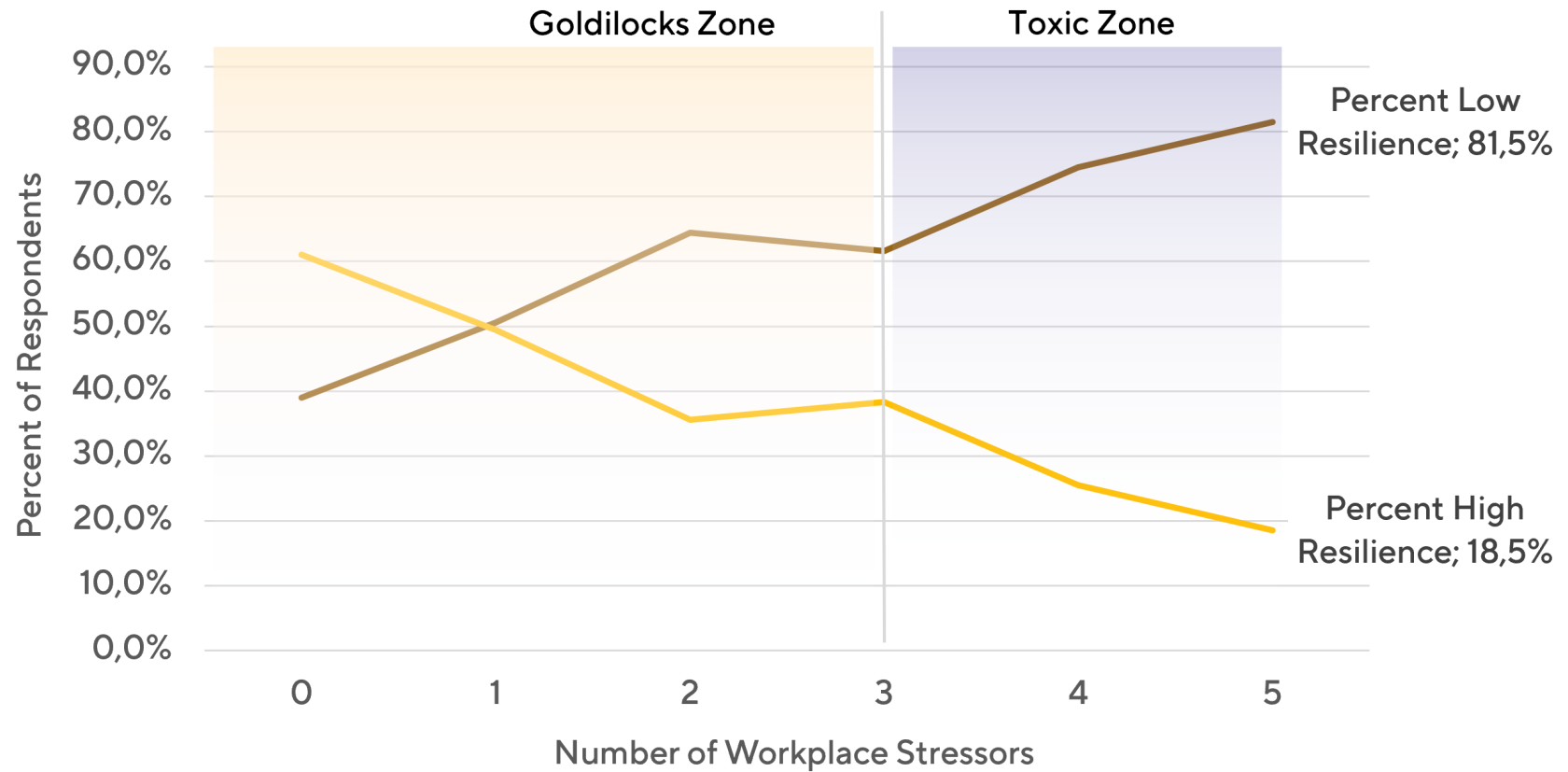


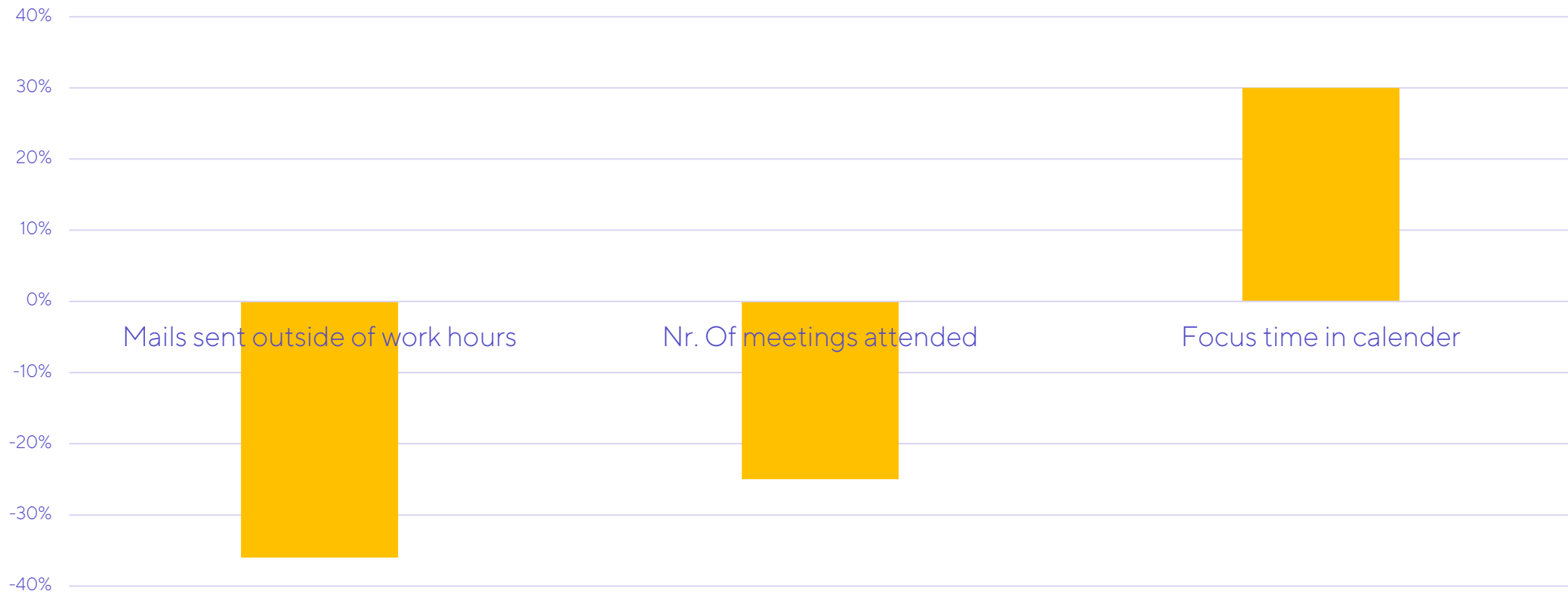
Fig. 6: Percent of respondents high and low daily resilience in relation to the number of workplace stressors. Daily resilience is defined as the ability to relax and recover well at the end of a stressful day.

Source: Awaris data of N=1200 respondents of the resilience screening

ANCHORING ORGANISATIONAL HABITS



Work Characteristics of those satisfied with WL Balance



Source: Microsoft Work Trends

WE SILENCE HABITS FOR ORGANISATIONS

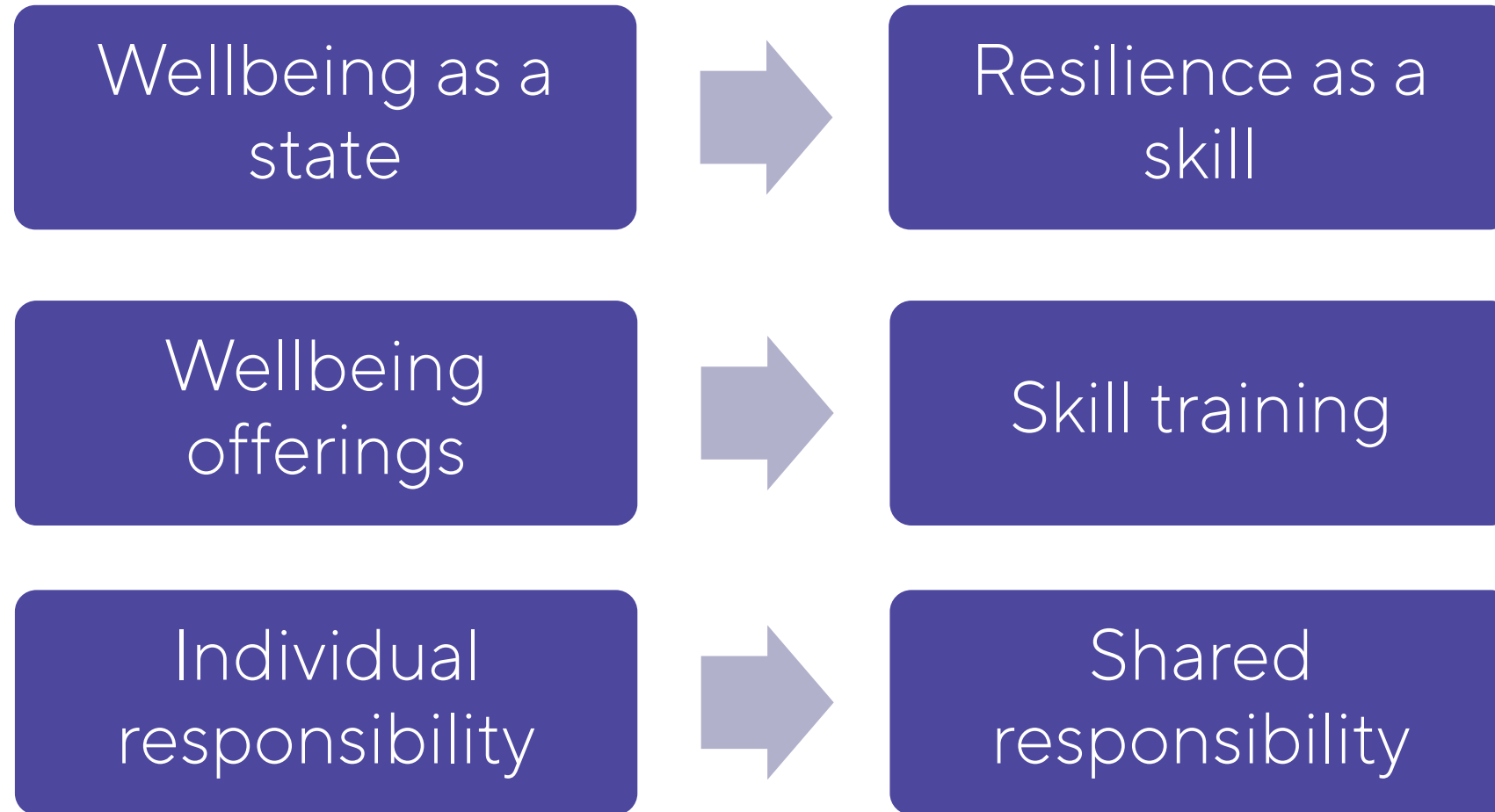
Overview of specific organisational habits

Area	Habit
Rest and recovery	Taking vacation
	Less working hours
	Taking breaks
	Rest and recovery time
	Predictable time off
Attention	E-Mail boundaries
	Holiday e-mail deletion
	E-Mail batching
	Focus time
	Meeting free days
Emotional regulation	Lack of multitasking
	Check ins
	Addressing emotions

Area	Habit
Positive outlook	Positive tone in meetings
	Positive feedback
	Appreciating the positive
Connection to others	Time to connect socially in team meetings
	Social connection outside of work meetings
	Org wide social connection events
Integration	Feedback processes
	Equality of turn taking
Synchronisation	Core collaboration hours
	In office networking

SHIFTING THE DISCUSSION

From Resilience to We-Silence





Your recommendations
for the future?