



resilient organisations need resilient people

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7 FUTURE

?’s for today

what is resilience and can it be trained?

what knowledge will help me manage the demands of my leadership/management role and work/life choices?

can it be integrated into my life?

will it work?

can it help my people/my family?

resources



sports science
elite sportsmen and women
elite military
NASA
behavioural biologists



benefits

improving performance

protecting if not enhancing my wellbeing (burn out, premature ageing, death)

“more than education, more than experience, more than training, a person’s resilience will determine who succeeds and who fails. That’s true when fighting illness, it’s true in the Olympics and it’s true in the boardroom”

Harvard Business Review

so what is resilience?

“Resilience is the capacity to adapt successfully in the presence of risk and adversity” (Jensen and Fraser, 2005).

stress + recovery = resilience

it doesn't get easier....you just get stronger

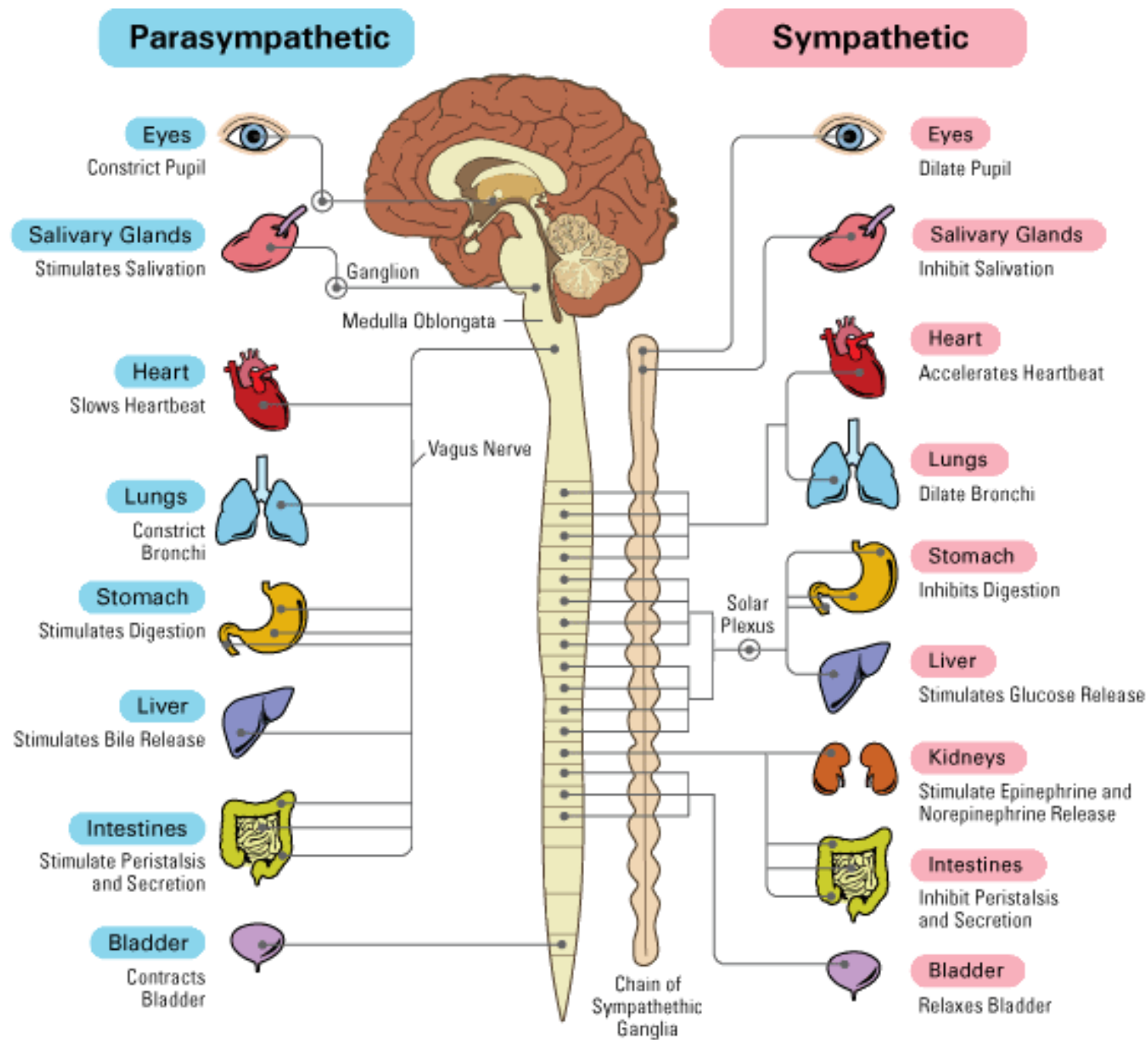
confusing mental strength with resilience

powerful energy we can't see

**"Discharging"
survival activation**

**B
R
A
K
E**

**internal
world**



**A
C
C
E
L
E
R
A
T
O
R**

**external
world**

Schema Explaining How Parasympathetic and Sympathetic Nervous Systems Regulate Functioning Organs

what are our automatic, default choices.....
our coping behaviours?



confusing stimulants

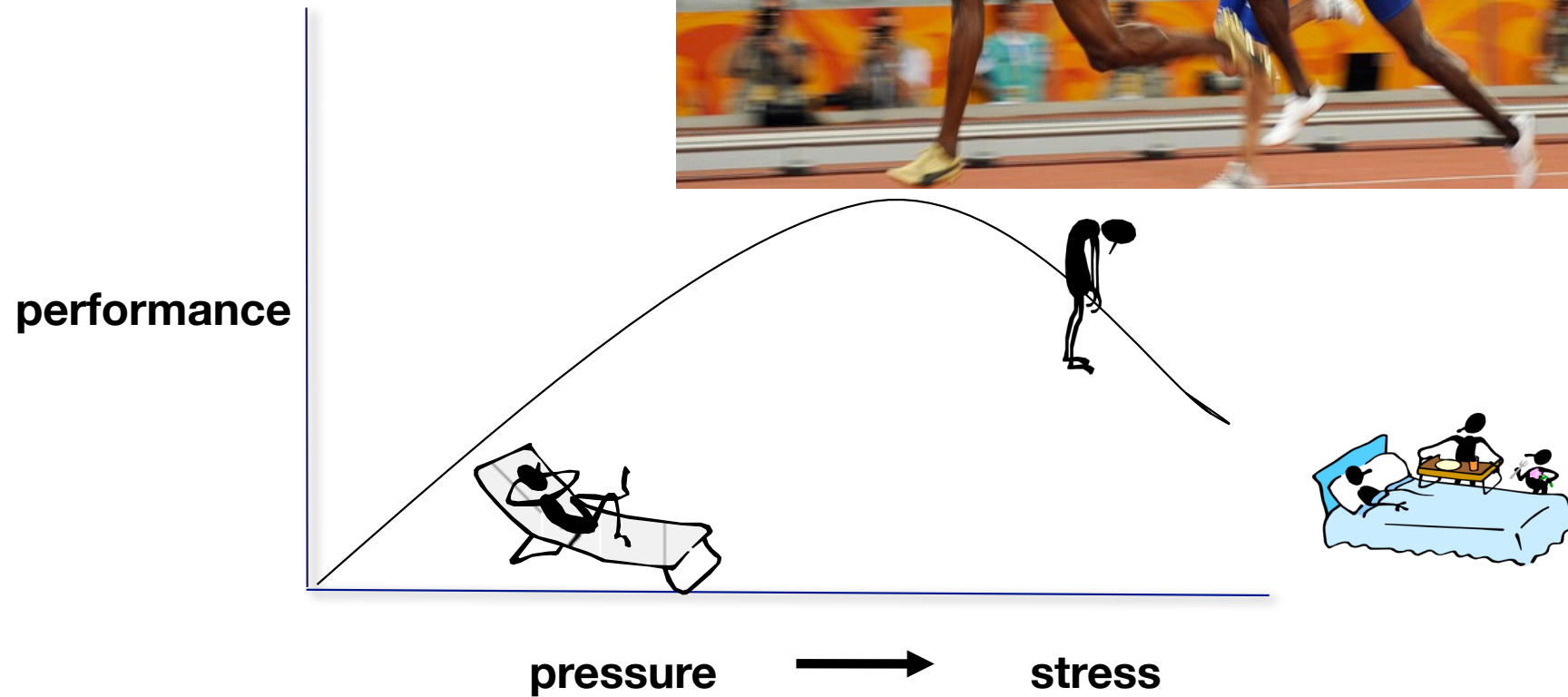


with

proper physiological recovery



prioritise your performance **and** wellbeing

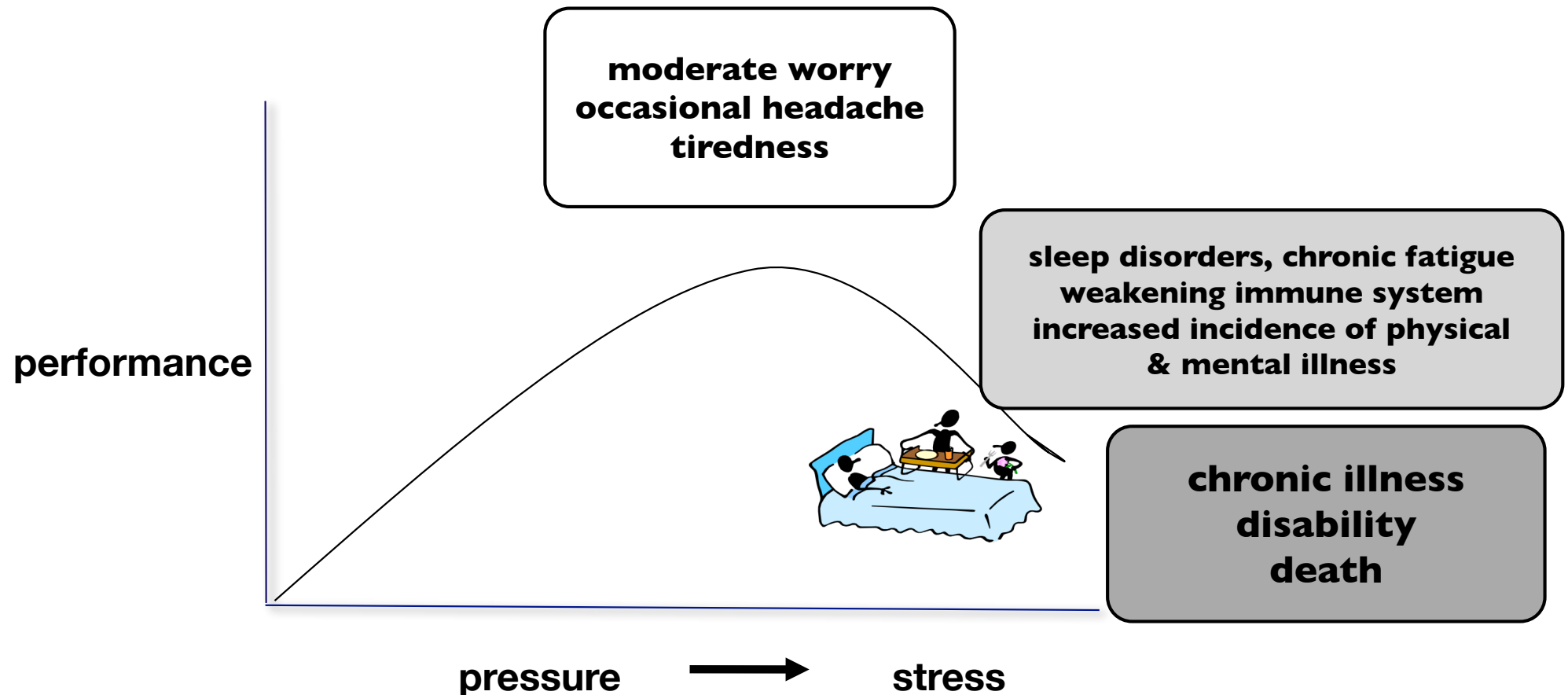


failing to enjoy sufficient rest and recovery

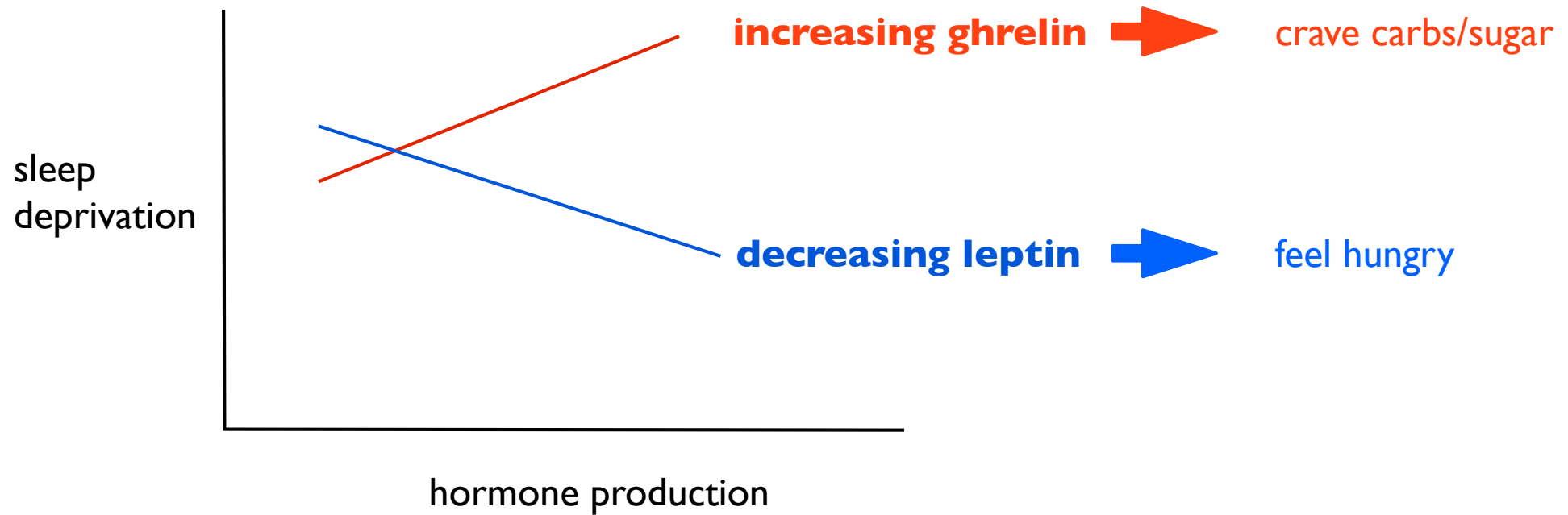
increasing disfunction of nervous system



increasing need for professional help



hijacking your recovery



weight gain

sleep apnea

diabetes

heart disease

mood disorders

downward spiral of ill health, decreasing resilience/performance

risks of stress response becoming more damaging than the stressor



body/mind is not able to return to balance for healthy functioning and performance



Explosion risk

emotions and cognitive processes become less effective: risk of volatile moods/behaviour; decision-making is impaired; sleep may suffer



capacity for coping with pressure and the unexpected is diminished with consequent knock-on effects for work, relationships, energy (resilience) etc.



body becomes more susceptible to disease/illness



death

stress is less of the problem

not enjoying enough rest

caffeine
excessive alcohol
lack of sleep
video gaming
using technology late at night
not unplugging from work
over exercising
junk food
being at work when at home

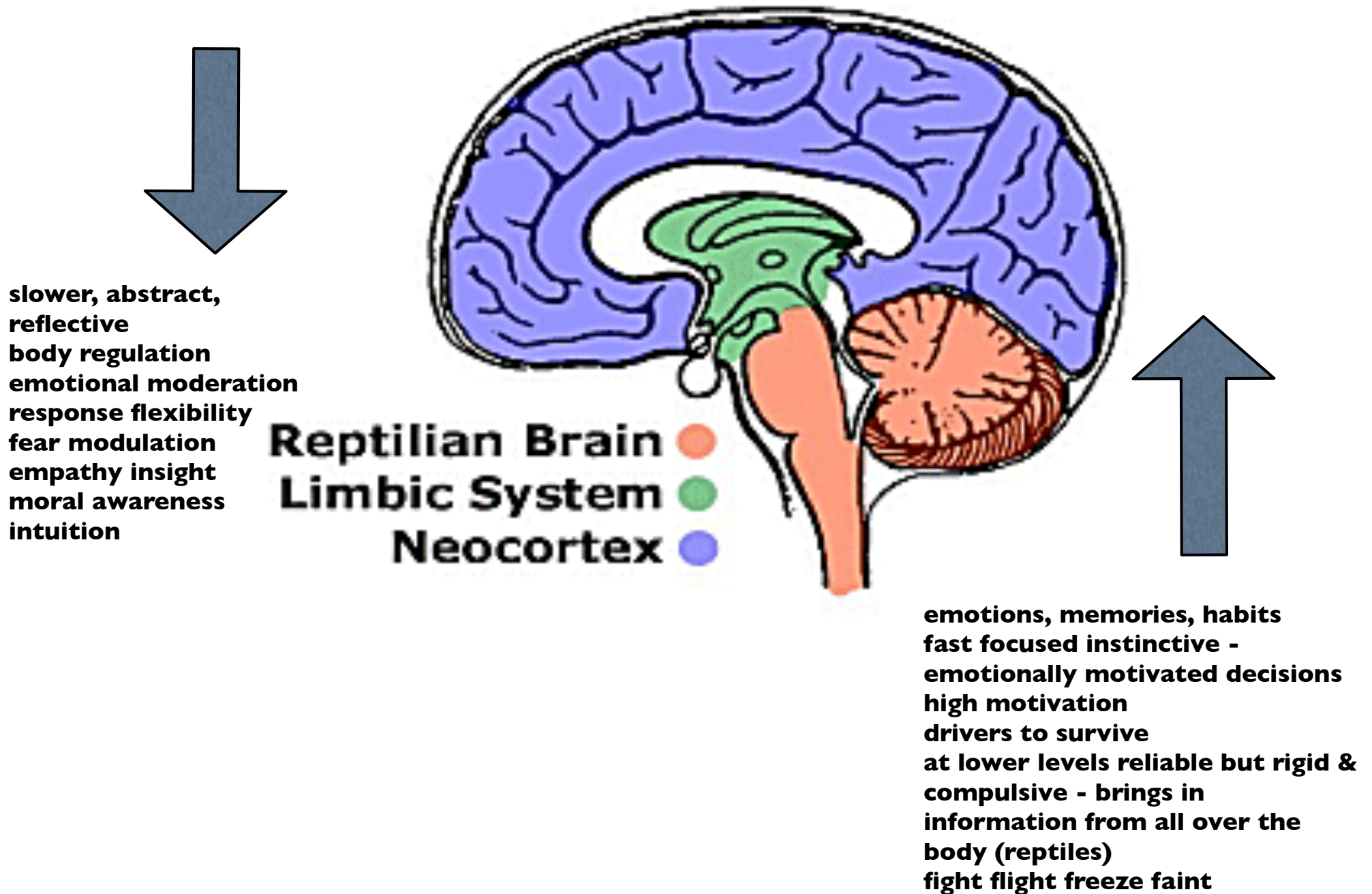


giving yourself permission
to rest
socialising with friends
walking in nature, gardening
hot bath
watching comedies
pets
moderate regular exercise
yoga, tai chi, meditation
nourishing food
music, dancing, reading



fight and flight + rest and digest = resilience + wellbeing

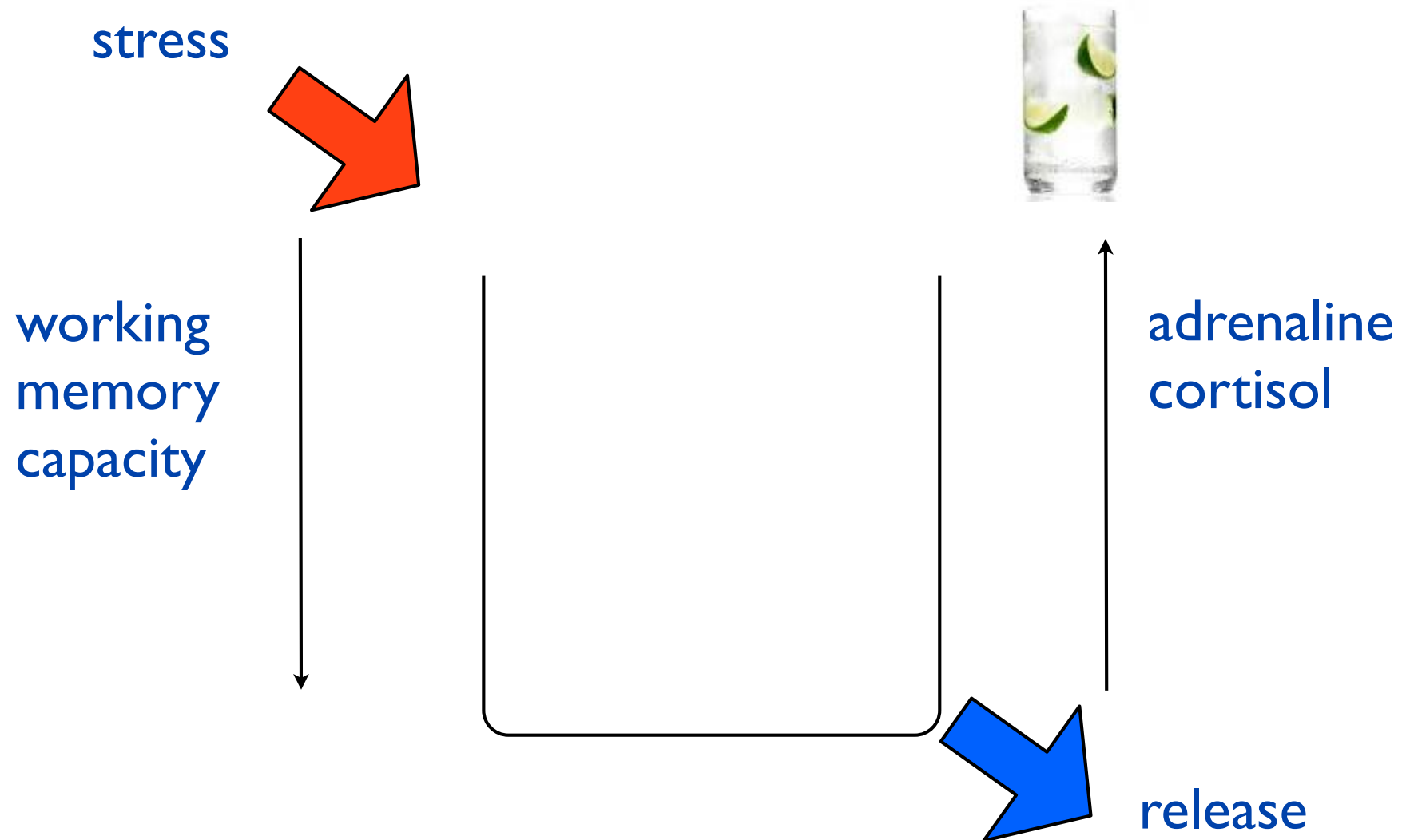
thinking and survival brain: insula cortex



recovery

breathing: how to trigger the relaxation response

release stress before going home
reduces risk of developing poor coping behaviours



don't add more unpleasantness

a perfect nervous system!

