



WHY LEADERS NEED RESILIENCE



Sooner or later, even the best leader experiences a setback. Whether they make a mistake or are unable to handle an unexpected challenge, all leaders must learn to develop personal resilience to overcome disappointments and failures. More importantly, they must learn from these situations to become more effective. By building personal resilience, leaders confront challenges with an agility that allows them to foster connections, improve performance, and promote innovation.

Resilient Leaders Can:

- Influence an organisation and its employees in a positive way. They stay positive, find ways to get the job done and emphasise a good work-life balance and healthy stress relieving techniques. This motivates employees to do the same that in turn helps to prevent burnout.
- Embrace change and make decisions without getting stressed which helps to create a sense of calm among employees and keeps the whole organisation functioning properly.
- Create a resilient workforce with physically and mentally healthier employees who take fewer sick days and are happier and more productive.

20 Ways To Be A Resilient Leader

1. **Communicate effectively** - resilient leaders focus on possessing strong communication skills so they can always make sure others understand changes, expectations or new directions.
2. **Keep learning** - nobody is perfect and resilient leaders realise this and ask for feedback so they can keep improving their skills.
3. **Build positive relationships** - building clean and honest relationships which builds trust is an essential element of resilient leadership.
4. **Make your team accountable** - resilient leaders treat their team as 'adults' and make them accountable.
5. **Take risks** - being open to new ideas and taking risks keeps an organisation moving forward even during times of difficult change. Resilient Leaders are aware of risk but see it as a series of manageable tasks.
6. **Understand who you are** - leaders who have a clear sense of self, are aware of how they and others 'tick' and possess an enduring set of values that decisions can be made on.
7. **Be decisive** - decisions need to be made in order for projects to move forward. Resilient leaders need to make decisions even under pressure.
8. **Develop others** - giving behavioural performance and productive feedback to employees allows them to grow and move past their mistakes which will help the organisation become more resilient overall.
9. **Innovate and evolve** - leaders need to be aware of new innovations and be confident of putting new ideas into place, balancing innovation and imagination with a desire to execute.
10. **Champion change** - embracing change requires a positive vision of where the organisation wants to go. Resilient leaders are willing to change, encourage others to embrace change and provide the strong leadership required to help the organisation change.
11. **Encourage useful and stimulating conflict and challenge** - resilient leaders understand the benefit of conflict and deal with problems fairly and effectively.
12. **Take care of yourself** - paying attention to your own needs and feelings. helps to keep your mind and body primed to deal with situations that require resilience.
13. **Stay focused** - focusing on priorities and having a clear vision and focus means concentration is on the future, not the past.
14. **Be transparent** - transparency helps leaders get past what happened and focus on moving forward.
15. **Have a strong sense of purpose** - leaders who can encourage people to join them on their journey find their team becomes stronger.
16. **Understand process** - being clear about the part they should play releases the potential and capacity in team members and helps them to build solutions

- 17. Be aware of stress** - resilient leaders recognise stress and pressure in themselves and in others and build in the capacity to help cope in the times when resilience is needed.
- 18. Take one step at a time** - problems can be solved and opportunities developed more effectively by taking a step by step approach.
- 19. Keep going** - resilient leaders have the stamina to keep going when things get difficult and still reliably deliver.
- 20. Finally** - leadership can be tough. However, having confidence and competence in equal measure is the key to being successful.

Whether it's an organisational crisis, a shift in industry dynamics, or a major investment in the future, uncertainty comes in many forms. A leader's ability to effectively navigate risk, crisis, and disruption will determine the path forward for both business and personal success. A resilient leader will recover quickly from a difficult situation and view failure as a temporary setback. They maintain a positive attitude and optimistic outlook no matter what is happening and are always looking for a way to move forward.

Our ROPES method can be used to develop resilience in your leadership, people or culture.

Contact us to discuss ROPES or any of our other proven, effective solutions by visiting www.qedod.com or emailing us on info@qedod.com Alternatively call 07770 811352.

