

Building team resilience by strengthening self-esteem

Workshop on Human Resources Management and Training
Building resilience in Statistical Organizations

Topic 4: Approaches to Learning and Development

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Resilient teams

Resilience from disruption , on a par with deal with challenges, stressors and pressure effectively, regardless of circumstances is the must-have executive skill in team work.

Also an ability to:

- leave the comfort zone
- maintain the same energy and positive attitude in action
- seek new solutions willingly despite the lack of success
- view a problem from a distance

Resilient teams

The most resilient teams aren't the ones that don't fail, but the ones that fail, learn and thrive because of it.

Being challenged — sometimes severely — is part of what activates resilience as a skill set.

Finding excitement at work comes from the win, hitting the goal, getting the promotion. But fulfillment, life-lasting joy — comes from the **quality of the relationships** we make as we struggle over every obstacle along the way and the feelings we share when we win together.

Leadership

Nobody gets up in the morning and goes to work with the hope that someone will manage us.

*We wake up in the morning and go to work hoping that someone will **lead** us there.*

Bob Chapman, president of the Barry-Wehmiller corporation

Truly lead

When a person intends to take on the responsibility of being a leader - the responsibility one receives instead of choosing - must think, act and speak in a way that **inspires others to follow**.

This is one of the hardest lesson to learn when we get promoted to a position of leadership – that we are no longer responsible for doing the job, we are now **responsible for the people** who do the job.

Case study of the idea of Optimists' Gala. How to help the Team **grow**?

The idea of work with the Optimists

Working with a Team is a journey
EVERY SINGLE DAY

Beginnings of building self-esteem

On the part of the **leader**:

- focus on People
- building relationships

On the part of the **Team**:

- the ability to assessment of own competences
- raise awareness of their own values



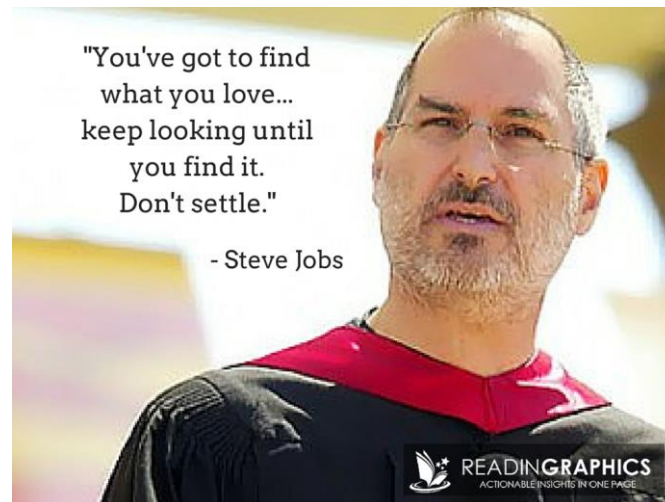
Optimists' Gala original step was to do whatever is possible to promote the good things that are happening. The main purpose was to create the environment and work culture that **brings out the best** from People.

Principles of working at the Optimists' Gala

- being an Optimist is a choice
- focus on relationships
- awareness of own value in the Team
- growing together
- sharing knowledge and passion
- getting inspired & inspiring
- looking into the future, leaving value added of our work

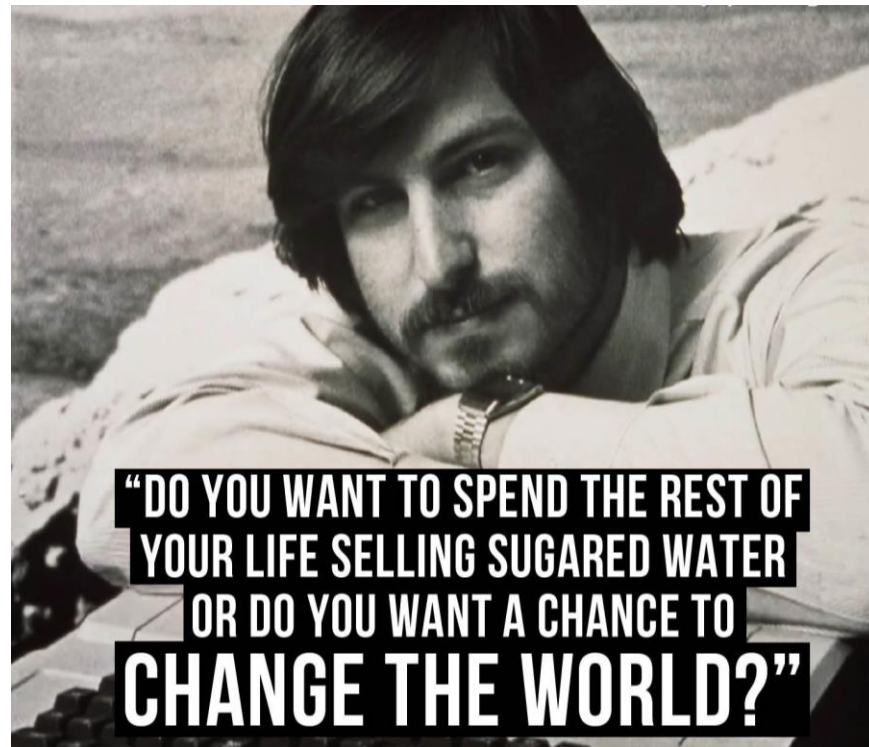
Getting inspired & inspiring

TED
Ideas worth
spreading



The need for inspiring

Courage to act comes from above. Our confidence to do what's right is determined by how trusted we feel by our leaders. For those who are inspired, the motivation to act is deeply personal.



The ability to do remarkable things

The joy of leadership comes from seeing someone on our team achieve more than they thought they were capable of. When we see our team come together to solve the impossible problem. When the team forms deep bonds of trust and would do anything to help each other out.

The deep sense of joy come from the work we do, that feeling of contribution to something bigger than ourselves, that feeling that we are valued and valuable.

The results of our work

Optimists are more than just a Team.
It's a **Community.**

Dream Work



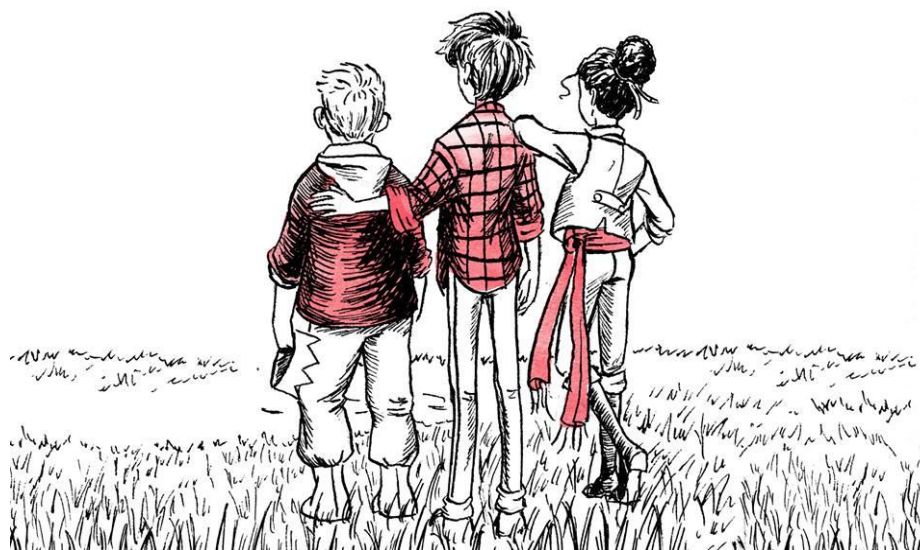
Thank You for Being Together!

Together is Better

A Little Book of Inspiration

Life is beautiful not because of the things we see or the things we do.
Life is beautiful because of the people we meet.

- Simon Sinek



Recommendations

START

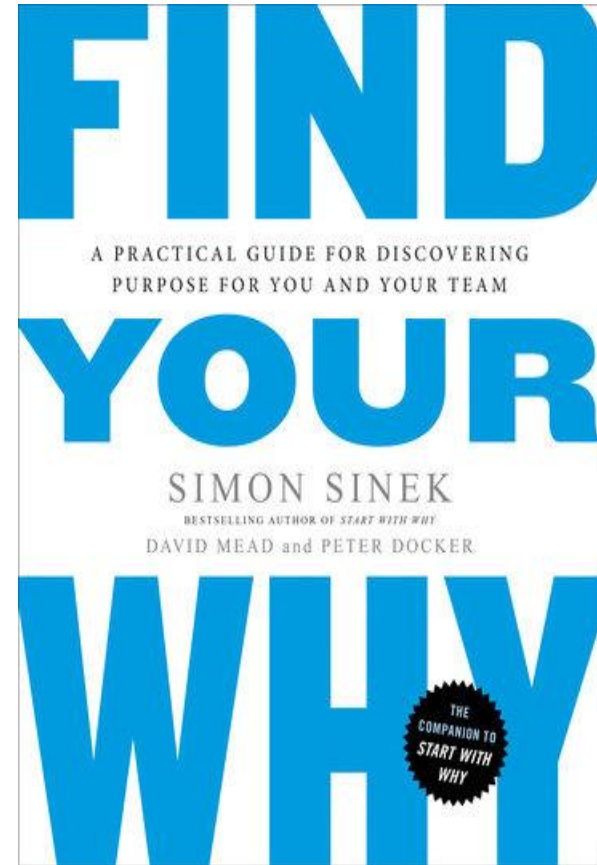
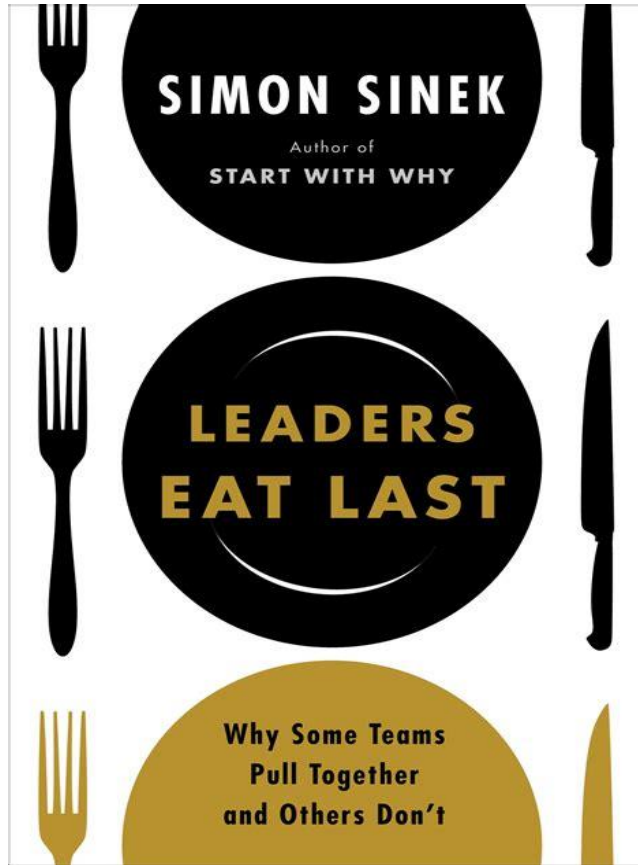
HOW GREAT LEADERS INSPIRE
EVERYONE TO TAKE ACTION

WITH

SIMON SINEK

THE
GLOBAL
BESTSELLER

WHY



Inspire

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