

A NEW KIND OF LEADERSHIP: The Resilience Builder



What is Resilience?

Resilience is the ability to bounce back from setbacks, adapt to change, and keep going in the face of adversity.

In today's world of increasing change, challenge, and opportunity, leaders need to be able to build teams that thrive and become stronger through challenges, not just "survive" tough times.

According to a 2023 report, 97% of executives recognise the importance of resilience; however, 46% of leaders fall short of acquiring this skill.

We know it's crucial for leading in the future, but how do we actually concretely develop resilient teams and cultures?

Statistics Source: [Forbes](#)



#1: Create a Safe Space

- **Default to Open:** Start from a position of trust. Include everyone by default, welcome new members into your team, explain how things work and share knowledge freely.
- **Own It:** Share and admit mistakes, struggles, and successes openly.
- **Know your people on a personal level:** Engage with them beyond work topics, understand what is important to them inside and outside of work.

This creates **psychological safety**.

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#2: Perfection is out, learning is in

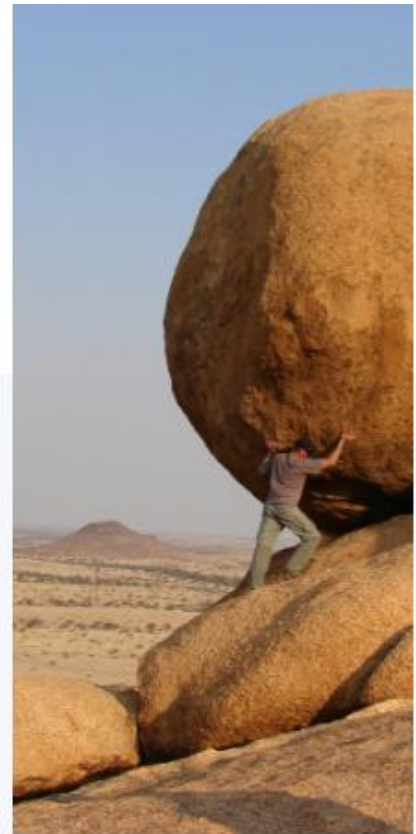
- **Mind your language:** Reflect on your own beliefs, and how these impact your behaviours. Use positive, constructive language to reward effort & encourage a willingness to learn.
- **Learning environment:** Look out for opportunities to share your own learnings, and encourage others to take time to reflect upon new things learned and how they could apply in the future.
- **Learning over perfection:** Emphasise the importance & journey of growth over unattainable perfection.

This all contributes to creating a **growth mindset**.



#3: Lead with Trust, by Values

- **Let Go:** Trust your team. With increased freedom, comes responsibility. Delegate tasks, showing that you believe in their capabilities.
- **Acknowledge the "hard":** Embrace vulnerability and authenticity. Recognise and discuss challenges openly.
- **Consistency:** Stay true to your values and maintain a consistent team compass. This serves as an anchor point during changing times.



Leader as a Resilience Builder

As a leader, you build the "system" for your team: vision, strategy, values, priorities, and ultimately, the "container" they will operate in. Once the parameters are there, it's all about trust, freedom, responsibility, experimentation and growth.

We cannot predict the future or even control the present, but building resilience in your culture will help your team respond to challenges in a productive, healthy, and sustainable way.

Do you want the mindset, skillset and toolkit to build resilience? **Contact us today!**