



DEVELOP RESILIENT HIGH PERFORMING LEADERS

Resilient Leader is an evidence-based programme that builds the mental, emotional, and social skills leaders need to perform under pressure, make better decisions, and bring out the best in their teams.

Since 2013, we've worked with over 200 organisations to develop leaders who stay calm under pressure, think clearly in difficult moments, and lead with confidence, even when demands are relentless.

Based on 10 years of data measured using validated tools, our clients on average see:

66%

Decrease in stress

35%

Reduction in attrition

150 hours

Yearly increase in
productivity per person

8%

Increase in engagement

THE RESILIENCE PROGRAMME CONSISTS OF:

8 Bite-sized Modules

Facilitator-led training, delivered remotely or face-to-face over 12.5 hours.

62+ Resilience Skills

That can be used in the moment to address multiple challenges and scenarios.

1 App

Instant access to 200+ skills reminder videos, podcasts, blogs & articles to avoid skill fade and consolidate learning.

WHY ORGANISATIONS CHOOSE US

We help organisations develop leaders who perform under pressure, bring out the best in their teams, and drive results, with measurable, proven outcomes.

Since 2013, we've worked with over 200 organisations across financial services, healthcare, public sector, and professional services.

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WHY WE SUCCEED WHERE OTHERS FAIL

Most programmes build awareness. We build skills and change behaviour.

Whats the difference?

Knowing what to do and actually doing it when under pressure, emotions are high, when there's no time to think is completely different things.

One requires information. The other requires training in skills.

That's what we do.

OUR APPROACH

Most programmes leave leaders feeling great in the moment, but without the skills to keep themselves from falling back into old habits, they don't last long. We guarantee:

Skills you use immediately

Simple, actionable skills that can be applied the moment leaders leave the room.

Evidence based

Grounded in neuroscience, positive psychology, leadership and coaching theory.

Behaviour change

We change what leaders do, not just what they know.

Measured impact

Validated tools track real changes including ROI.

"The Resilient Leader programme made a significant difference to my personal growth and development. It's reduced my stress levels and I gained a much better self-awareness and awareness of the impact my leadership style can have on other people who are different to me. "

Rupert – European Head of Compliance, International Bank

**Are You Interested? Click Here To Take
The Team Resilience Readiness Test**

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TESTIMONIALS

We're trusted by:



A.S. Watson Group



FEELUNIQUE



Resilience In Action:

Gail Caddell - Deputy Chief Executive

"The impact was immediate. I observed changes in behaviour that surpassed my expectations. The skills are evident in our meetings and on an individual basis. The decision to roll this programme out was supported unanimously."

Shaun Findlay - Managing Director of Les Amis

I liked the way they gave us the skills rather than told us what to do. Everything they did enabled us to successfully implement the changes in our culture that drove us forward. It was important to both myself and the board that any investment was measurable and was visible in our regular engagement surveys.

Jamie G - Managing Director

"The skills I can now utilise fully as a result of this hugely engaging course, enable me to manage my time better, alleviate stress significantly, manage difficult situations positively and learn to prioritise what really matters."

Gail - Head of Fiduciary, International Bank

One of the major advantages of the programme is the access to a suite of very practical tools which actively underpin the leadership model:

1. You anticipate client needs and continuously improve to help them thrive.
2. You quickly adapt to changing circumstances.
3. You know when to push, when to pivot and when to let go.

Dr Helen Miles - Policy Director

I wish I'd attended Resilient Leader earlier in my career. I now have resilience skills that help me deal with whatever situation I am faced with. I'm better equipped to manage stress, solve problems and achieve goals - great experience which made an immediate difference to the way I think about almost everything!

Marc - Operations Manager, Fires Service

Stress & strains become much more manageable. The time that you spend you reap back in planning, preparation and what you need to achieve. If we have the budget to train everyone we wouldn't think twice about it.

J Fox Fiduciary Manager

I've seen a significant change in certain individuals. Change that I would never have expected to see in senior people. Their level of authenticity has increased, and even the language they use is different. That's all down to the Resilience programme.

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LEARNING OUTCOMES

Eight bite-size, high impact modules

1. Stress Less

Learn practical skills to reduce stress in yourself and others when pressure rises. You'll gain:

- Stay calm and think clearly when things get stressful
- Stop dwelling on setbacks and keep moving forward
- Understand how to reduce emotional triggers in both yourself and others
- Stop negative thinking from affecting your performance

2. Thinking

Learn how to think clearly and make better decisions avoiding bias and snap judgements: You'll learn:

- Think clearly instead of reactively when pressure is high
- Step back and see situations from different perspectives
- Recognise snap judgments and biases that derail you
- Understand your own values and beliefs and how they shape how you see others

3. Energy Management

Learn skills for sustained performance, avoid burnout, and maintain focus. You'll gain:

- Focus on what actually matters using prioritisation methods
- Focus on what you can control and let go of what you can't
- Audit where your energy is going so you can redirect it intentionally
- Balance performance demands with recovery, at work and at home

4. Connection

Learn the skills that build trust, psychological safety, and stronger relationships. What you'll gain:

- Communicate assertively without being aggressive
- Have difficult conversations without damaging relationships
- Find common ground instead of getting stuck in positions
- Respond to others in ways that build connection, not shut it down

5. Character Strengths

Discover your signature strengths and how to use them for better performance and team culture.

- Discover your signature strengths and when to use them
- Increase engagement by doing more of what you're naturally good at
- Appreciate different strengths across the team and how they complement each other

6. Resilient Decisions

Learn a framework for solving problems and making decisions when you feel stuck. You'll gain:

- A step-by-step process for working through difficult decisions
- Know when to remove emotion and when to use it
- Get unstuck and move forward instead of overthinking
- Make better decisions even when the problem feels emotional

7. Drive & Direction

Understand how to set meaningful, achievable goals. Use frameworks to increase the chances of achieving stretched goals. What you'll gain:

- A practical process for setting goals that you'll actually achieve
- Break big goals into manageable daily steps
- Identify the thinking that gets in your way — and how to get past it
- Check in on progress and stay on track instead of losing momentum

8. Bringing it all together

Understand how to apply the strategies and skills to challenges within the team. The team will:

- Reflect on progress made and changes in behaviour.
- Develop a skills-based plan to address common work scenarios.

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ABOUT US

Performance, growth & wellbeing - all in one solution

Since 2013, we've helped over 200 organisations build the mental, emotional, and social skills their leaders need to perform under pressure, lead with confidence, and navigate change. We've worked with diverse organisations across financial services, healthcare, public sector, professional services, and SMEs, from FTSE 100 companies to growing teams with limited resources.

Our Mission

To equip people with the mental, emotional, and social skills to perform consistently, lead effectively, and thrive through change.

Our Approach

Evidence-based training grounded in neuroscience, positive psychology, and elite performance research. Measured with validated tools. Proven with real results.

"When people struggle at work, it's rarely because they lack talent or motivation. It's because they've never been taught the skills to manage pressure, think clearly under stress, or navigate difficult moments. That's what we fix."

Jon Watkins, Co-Owner & CEO

Who we help

We've helped a diverse set of individuals, teams, and organisations across multiple industries ranging from FTSE 100 companies, Government, NHS, Charities and SMEs.

We believe that given the right support and advice, building resilience is achievable in anyone. Even if your resources are limited and time is poor, we can always get you started!

**Are You Interested? Click Here To Take
The Leaders Resilience Readiness Test**

**Let's chat about your project and
how we can help:**

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