



BUILD RESILIENT HIGH PERFORMING TEAMS

Resilient Teams is an evidence-based programme that builds the mental, emotional and social skills teams need to perform consistently under pressure, collaborate effectively and navigate change without burning out.

We've been transforming teams with the power of resilience skills since 2013. Our programme uses evidence-based concepts that can be applied in the moment to change how people think, feel and behave. A game changing programme with results that speak for themselves.

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

60%

Decrease in number of people at risk of burnout

32%

Reduction in attrition

150 hours

Increase in productivity per person per year

81%

Increase in people experiencing low stress levels

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. The skills used are infinitely scalable and shareable.

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 improve stress, burnout, attrition, productivity, engagement and team performance - with measurable proven results.

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

**RESILIENCE
DEVELOPMENT CO[®]**

WHY WE SUCCEED WHERE OTHERS FAIL

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

What's the difference?

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

One requires information. The other requires training in skills.

That's what we do.

OUR APPROACH

Most programmes leave people 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 they leave the room.

Evidence based

Grounded in neuroscience, positive psychology and many other disciplines.

Behaviour change

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

Measured impact

Validated tools track real changes including ROI.

"Putting our team through the programme has been transformative. Giving people the understanding, shared language and tools to build and maintain resilience has resulted in increased engagement levels across our business. We have seen a marked increase in employees telling us that they feel more able to deal with everyday stresses, both in the workplace and in their personal lives, as well as a rise in productivity and collaboration. "

David Bailey – COO – Royal Bank of Canada Wealth Management

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

**RESILIENCE
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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."

David Bailey - COO, RBC Wealth Management

The work the Resilience Development Co., has done with employees has improved productivity, engagement and performance but has also helped our people to confidently manage periods of stress and change, both professionally and personally."

Gail - Head of Service - RBC Wealth Management

It has absolutely changed people's lives and I'm very pleased that we made that investment."

Senior Leader - Head of Function - Financial Services

The team can now identify the negative impact of ruminating on difficult aspects of change and how to rewire their negative biases to move forwards. Providing our people with the tools they need to deal with significant levels of change has been fundamental to successfully changing the way in which we work together to build a people-driven and client-focused model for the future."

Ru Gunawardana - Public Sector

Refreshing, insightful, expert and skilfully delivered. This has been the single best investment and gift to moving forwards in an informed and re-invigorated way and, with a spring to my step! Inspiring, enabling, accepting, so very skilful and supportive - thank you so much for being awesome! "

Judging Panel - Business Culture Awards

The outcomes delivered speak for themselves, with marked increases in engagement, productivity and reductions in attrition, anxiety and stress. "

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.

D Hoddinott- Head of Transformation

We saw improvements in engagement levels, talent retention, employee satisfaction & wellbeing. Equating to a saving of over £500k per annum.

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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 skills to:

- 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 how to:

- 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 be able to:

- 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. Gain ability to:

- 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 be able to:

- Work through difficult decisions with a step-by-step process
- 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.

- 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 teams 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

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 Team Resilience Readiness Test**

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

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