

ZIP Resilience

Empower your people to thrive.



The Challenge

Are you supporting the resilience and wellbeing of your people to enable them to thrive?

At some point in time, everyone will be faced with change, challenges and stress in their lives. While some people manage stressful periods effectively, others struggle to cope and may find that work stress impacts home life, or home stress impacts performance at work.

Change, uncertainty or setbacks can lead to high levels of stress, distraction and anxiety. If left unmanaged, this can significantly impact the mental and physical health of workers. Mental strain can impact a worker's ability to focus, operate safely, communicate effectively, build constructive workplace relationships, deliver quality output and meet production demands.

It makes business sense to support your people to thrive, particularly as many organisations are experiencing more uncertainty and change than ever before.

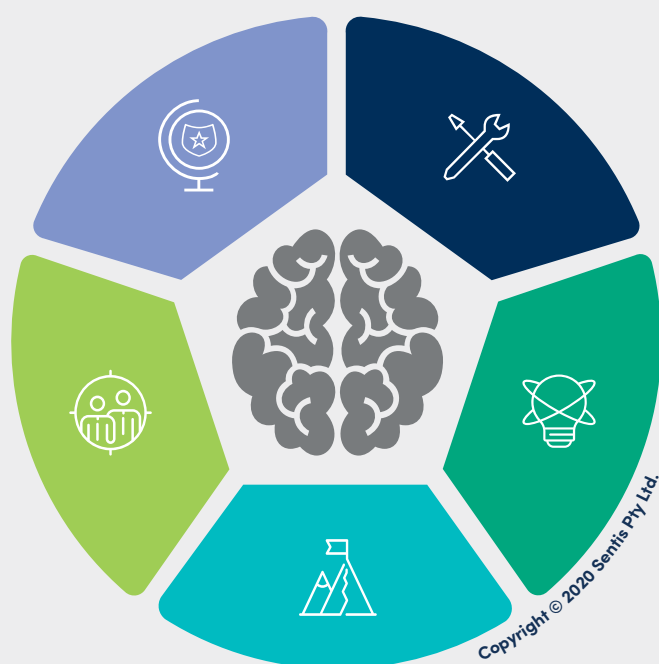
The Solution

The good news is that resilience is a skill that can be developed, and people who demonstrate this skill are able to bounce back from adversity, manage stress effectively, build trusting relationships with others, and show adaptability and agility to unpredictable or changing situations. That's why investing in resilience training and development is a smart choice. Supporting your people to actively manage their stress levels and make helpful choices to build their resilience will help them flourish in fast-changing workplaces and enjoy a happy and healthy life.

ZIP Resilience supports your people to build the resilience and wellness needed to cope with stress, and the mental agility to effectively navigate change and uncertainty. Supported, resilient people contribute to creating a positive workplace culture and mark the difference between organisations that crumble in challenge and those that stand strong and transform.

ZIP Resilience is an evidence-based program incorporating skills and strategies shown to create lasting psychological and physical health benefits. This program explores the neuroscience of resilience and introduces the Five Practices of Resilience we can master in order to cope with stress, gain the mental agility to effectively navigate change and challenge, and to truly thrive at work and at home. It gives participants insight into the way their brain works and what it needs to function clearly, calmly and optimally. ZIP Resilience provides participants with practical tools and life skills to take control of their thinking, feelings, behaviours and the results they get in life.

The Five Practices of Resilience



ACTIVE AND ENGAGED

Practicing health and wellbeing behaviours that build endurance and promote mental and emotional recovery

OPTIMISTIC AND SOLUTION-FOCUSED

Practicing cognitive flexibility strategies that promote an emotional capacity for resilience

LIVING WITH PURPOSE

Practicing the pursuit of meaningful goals that accentuate one's strengths and values

CONNECTED AND AWARE

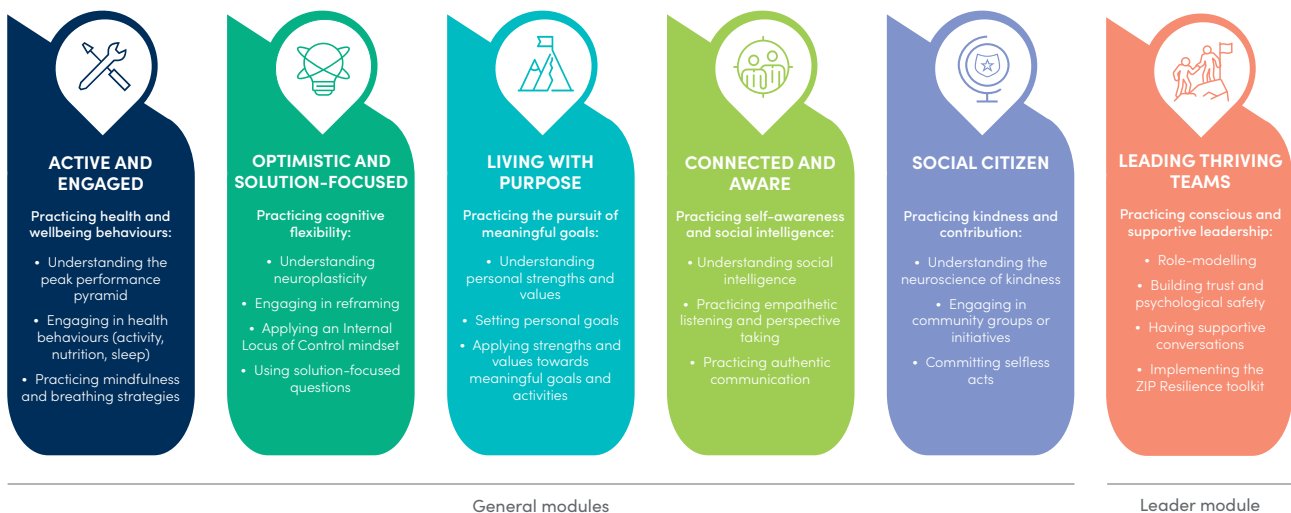
Practicing self-awareness and social intelligence to build positive relationships and a sense of acceptance and belonging

SOCIAL CITIZEN

Practicing kindness and contribution to foster community connectedness

Program Outline

Suitable for both leaders and teams, ZIP Resilience focuses on the Five Practices of Resilience: *Active and Engaged*, *Optimistic and Solution-Focused*, *Living with Purpose*, *Connected and Aware*, and *Social Citizen*. Additionally, a *Leading Thriving Teams* module is completed by leaders to gain an understanding of how to lead in a conscious and supportive way to influence resilience in others.



Delivery Options

To meet varying operational requirements, ZIP Resilience is offered in three delivery options:

Face-to-Face: ZIP Resilience can be delivered as an experiential and engaging face-to-face training program facilitated by an expert Sentis Consultant. Designed to encourage the transfer of skills and strategies from the training program back into the workplace, the program includes experiential activities, group discussions and opportunities for reflection.

Fully Online: ZIP Resilience can be delivered via our self-paced learning platform, allowing participants to work through engaging and interesting online learning independently. Built on best-practice instructional design, ZIP Resilience has been intentionally crafted to support the transfer of learning concepts back into the workplace. Online learning is supplemented with 90-minute webinar application sessions which are delivered remotely by expert Sentis Consultants. The application sessions are designed to encourage participants to apply the online learning content at work and home, and to troubleshoot any challenges or questions.

Blended Approach: A blended approach includes delivering the core ZIP Resilience concepts via the online learning platform, while delivering the application sessions in a face-to-face format. This format allows organisations to benefit from the scalability and flexibility of an online training platform, while at the same time allowing participants to engage with the content in a fun and applied setting with an expert Sentis Consultant.

You can work out the right approach for your organisation by talking to your Sentis Consultant.

The Outcome

Whether your organisational change journey is focused on wellness, productivity or safety culture, the ability of your people to navigate challenging situations effectively will support you to achieve your goal. ZIP Resilience provides your teams and leaders with effective strategies to enable them, and your organisation, to thrive at home and at work. ZIP Resilience is effective as a stand-alone strategy or as a component of a larger wellbeing strategy, and also complements a full ZIP rollout for broader safety culture outcomes.

ZIP Resilience leads to:

- Increased employee resilience and improved mental and physical health outcomes
- Increased individual responsibility and accountability for health and wellbeing behaviours
- Greater ability to apply stress management strategies during challenging times
- Improved self-awareness and social connectedness which supports effective communication and constructive relationships
- Agile and adaptive workers who respond effectively to change and challenge
- Leaders role-modelling effective resilience and influencing resilience in others.



Ready to see your team thrive at work and in life?

Get in touch with one of
our expert consultants today

1300 653 042

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