The Resilience Institute

PILLAR 2 · RESILIENCE IN CHANGE & CHALLENGE · 2.3

Fit for Change & Adaptability

Prepare people before the change lands.

Restructures, mergers and new ways of working ask people to let go of what they know. This programme helps teams and leaders understand how they react, focus on what they can influence and move from resisting to adapting.

At a glance

FOR	Teams and leaders facing major change
FORMATS	Half-day, full-day or a short series
DELIVERY	In person or virtual, multi-language
TIMING	Best 4 to 6 weeks before the change

WHY ORGANISATIONS BRING US IN

- A restructure, M&A or new operating model ahead
- Change fatigue after back-to-back transformation
- Resistance, rumours and silos slowing progress

WHAT PEOPLE LEAVE WITH

- **Awareness** of how they react to change
- **Focus** on what they can control and influence
- **Optimism** that turns threats into next steps
- **Stronger teamwork** when needs pull apart

THE PROGRAMME — The formula to transform and thrive

Bigger picture + Optimism + We spirit − Threat traps = Capacity to adapt

1 · NOTICE — Threat traps
Spot the automatic reactions that drain energy in change.

2 · PURPOSE — Bigger picture
Step back, reconnect with purpose and focus on what you can influence.

3 · ACTION — Optimism
Reframe threats as opportunities and take the next small step.

4 · TOGETHER — We spirit
Understand each other's needs and keep trust strong.

HOW IT RUNS — Ready before, steady during, stronger after

1. **Prepare** — Shape the session around your change context
2. **Notice** — Where each person sits on the change curve
3. **Build** — Practise the four drivers of adaptability
4. **Sustain** — Follow-up sessions and optional re-measure

For leaders: add a Leading Teams Through Change module on role modelling, clear communication and support.

IN PRACTICE · GLOBAL PHARMA BUSINESS UNIT SALE

40 sessions delivered in just 8 weeks

3 languages: English, Mandarin, Japanese

85% applied a technique straight away

Also delivered for change programmes at Shell, BASF and Nestlé.

> *"The 10 strategies for building resilience are easy to implement yet powerful, and can have a big impact. I can use it every time and everywhere in professional and private life."*
>
> **Participant, global pharma company**

WHY THE RESILIENCE INSTITUTE

- 22 years of resilience research
- Led by Manish Arneja, former Fortune 500 HR leader
- Trusted by Shell, BASF, Nestlé, DBS and L'Oréal

B Corp Certified · ISO 27001 · ICF CCE Provider · HRM Asia Gold 2023

Change ahead? Let's talk.

Book a 30-minute conversation on your change plans, plus a free Resilience Assessment for up to 5 people.

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Explore the series