

Building team resilience

A resilient team isn't just a collection of resilient individuals. It is a group of people that work collectively and with a shared sense of ownership and commitment; who focus hard on what matters most, while supporting and challenging one another to leverage their strengths; and who collaborate and distribute effort to minimise stress on any individual.

Our team resilience workshops and courses will equip you to understand how your team could be more resilient and gives you a step-by-step guide to put the theory into action.

Based on the latest organisational change theory and decades of practical experience, our team resilience workshops and courses are easy to apply and quick to bring results. Designed for anyone managing a team, it will help to virtually create:

1. **Shared ownership:** everyone is accountable, knows how they can contribute and takes an active role in moving work forward.
2. **Energy, positivity and optimism:** team members feel energised about what is possible, what they are working towards and that it is achievable.
3. **Adaptability:** like elastic, the team flexes and

responds to pressure but keeps its form and function.

4. **Focus:** the effort of the team is aligned and committed to making progress on what everyone agrees are the most important things.
5. **Collaboration:** the team plays to strengths and balances effort evenly to minimise stress on any single individual.

The results? Improved and sustained productivity, innovation and growth through discretionary effort and higher levels of team satisfaction, morale and retention.

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The impact of the resilience project has been dramatic on myself, my leadership team and their teams.

Vice President, Global Pharmaceuticals

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Building team resilience

| Format | Duration | Price |
|-----------------------|------------|------------------|
| Live virtual workshop | 2 hours | £250pp* |
| On-demand course | Self-paced | £995pp |
| In person workshop | Tailored | Price on request |

Learning structure

Delivered virtually, our team resilience programme can be taken via a facilitated workshop or through our e-learning platform. Using a mix of teaching sessions, downloadable toolkits and practical tips you will be equipped to assess, address and reinforce the resilience of your team and get results quickly.

Pre-programme:

STEP 1:

Diagnosing your team's resilience

Using Rubica's exclusive team resilience diagnostic we'll measure your team's current level of resilience - highlighting where your team is strongest and where there is opportunity for improvement.

During the programme:

STEP 2:

Understanding team resilience

Explore what team resilience means and how it differs from individual and organisational resilience.

STEP 3:

The team resilience building blocks

Gain a deeper understanding of the 4 team resilience building blocks (Fig.1) and what they help to achieve.

STEP 4:

Building your team's resilience

Based on your own team resilience diagnostic results, be guided on where to focus your effort to either sustain or improve your team resilience scores through the application of proven methods.

Post programme:

STEP 5:

A tailored toolkit

Based on your diagnostic results, access a tailored toolkit that will further support you to improve your team's resilience.

6-month pulse check

6-months on, re-take the diagnostic to reassess your team's resilience – identifying where progress has been made and where further opportunities exist.

Fig.1



About Rubica

Rubica is an organisational change consultancy.

We work with organisations that know they need to change, but want expert help to make it happen.

We are on a mission to give individuals, teams and companies the confidence and know-how to make and sustain significant change so they can achieve their goals.

*Price dependent on a minimum number of delegates

**All prices exclude VAT

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Sustaining and strengthening a market position through team resilience and workplace culture

Results include:

- **Teams across the business have improved their prioritisation to enable more focussed effort during periods of pressure and change.**
- **Individual and team resilience programmes have resulted in people taking greater accountability of their own behaviour and mechanisms to counterbalance work pace.**
- **Management behaviours have begun to embed and are recognised as supporting a high-performing mind-set.**
- **The leadership team has implemented many of Rubica's recommendations to support a high-performing culture.**

The challenge: supporting a high-performing culture

Against the backdrop of an increasingly competitive and disruptive commercial landscape, the leadership team was keen to pinpoint the factors that would support high performance in the future and those that would require improvement.

The solution: getting people on board

Internally, Celgene didn't have the capacity to deliver this type of specialist project, so looked to Rubica for support with:

- Helping the organisation understand its existing beliefs, mind-sets and behaviours.
- Identifying what supported or detracted from performance.
- Highlighting where leadership and management behaviours enabled or minimised high-performing beliefs.
- Recommending tangible programmes to support the organisation in meeting its strategic goals.

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Rubica is a trusted partner to the Celgene UK lead team; they have worked in collaboration with us on a culture change project. We would recommend their specialism and partnership to support organisational performance.

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**Wim Souverijns, General Manager,
Celgene UK**

What client's say about our team resilience courses...

"Rubica's team resilience workshop has been highly valuable.

In recent times the way our team do business has completely changed. The team resilience workshop has enabled the team to reflect on the internal barriers that get in the way of them achieving objectives. It has also built understanding around the importance of having resilience as a team not just as individuals.

Since this workshop the team have taken accountability for the challenges they are facing and worked together to ensure they collectively overcome them".

Nicky Whiteley, National Sales and Commercial Access Manager, CSL Behring

"Rubica's virtual team resilience workshop was extremely useful for my extended team.

The workshop was facilitated at a time when the whole team were transitioning to solely working virtually. It showed us the need and importance of more formal communication and gave us lots of tools to help us in our daily work, which I have subsequently introduced to colleagues in other parts of our organisation.

I had been worried about a large group of people in a virtual workshop but it worked really well – it was pacey, engaging and memorable."

Alison Mohammed, Director of Services, Shelter

"Rubica ran a team resilience workshop just at the time we had all changed to "Working From Home".

This workshop heightened awareness at an individual and team level, providing insight into how they were reacting to a change in their work environment. It also encouraged accountability for maintaining their own performance as well as embracing the opportunity to support each other.

I'd recommend this workshop to any team that has experienced a sudden change as it fosters positive team collaboration at a time of uncertainty."

John Boyle, National Sales Manager, CSL Behring

Enquire about this course

For further information on this course or any of our other programmes contact us:

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