



@quiet_the_hive
#quietthehive

hello@quietthehive.com



Quiet the **Hive**
Courageous · Inspired · Joyful · Confident · Curious

Resilience

Jane Galloway
Founder & Director
Quiet the Hive

Thoughts for Teams and Leaders

- Here are some further thoughts about resilience for teams and leaders...



Resilience for Teams

- Why a resilient team?
- Resilient teams:
 - are higher performing
 - committed
 - have better productivity
 - overcome challenge
- What does a resilient team look like? *Self Reflection...*



What does a resilient team look like?

- The team has a common purpose
- The team has a high level of trust for each other
- The team has candid and honest conversations
- The team can think resiliently
- The team manages its energy as well as its time
- The team has habits/rituals/behaviours that support its resilience

Lynn Scott



Building a Resilient Team

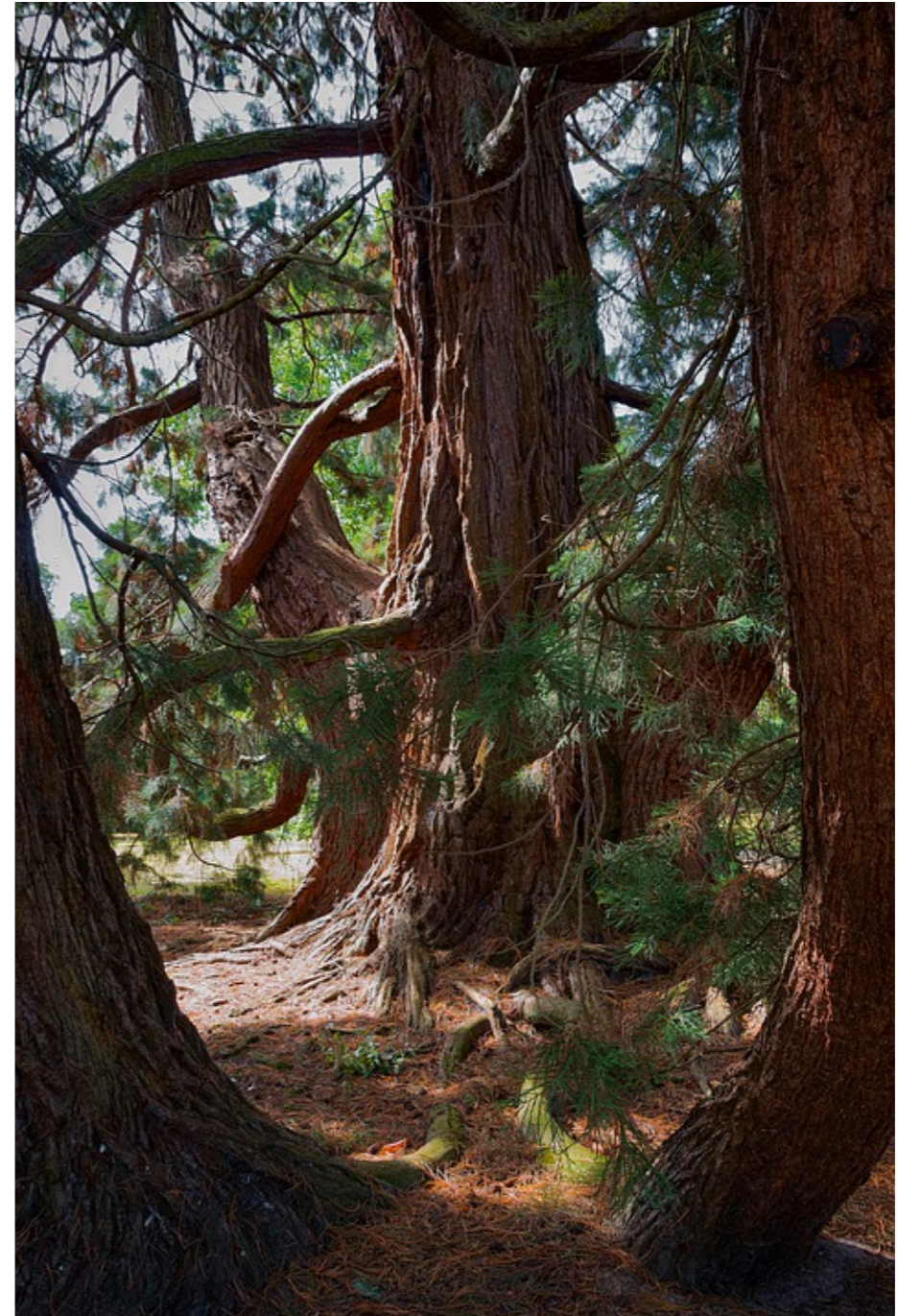
- **F**ind meaning and (common) purpose (vision)
- **C**reate goals
- **T**ake Action - pull together
- **E**xplore your values
- **K**now your team - trust - honesty - conflict - vulnerability - check in
- **A**sking for help



Resilient Leaders

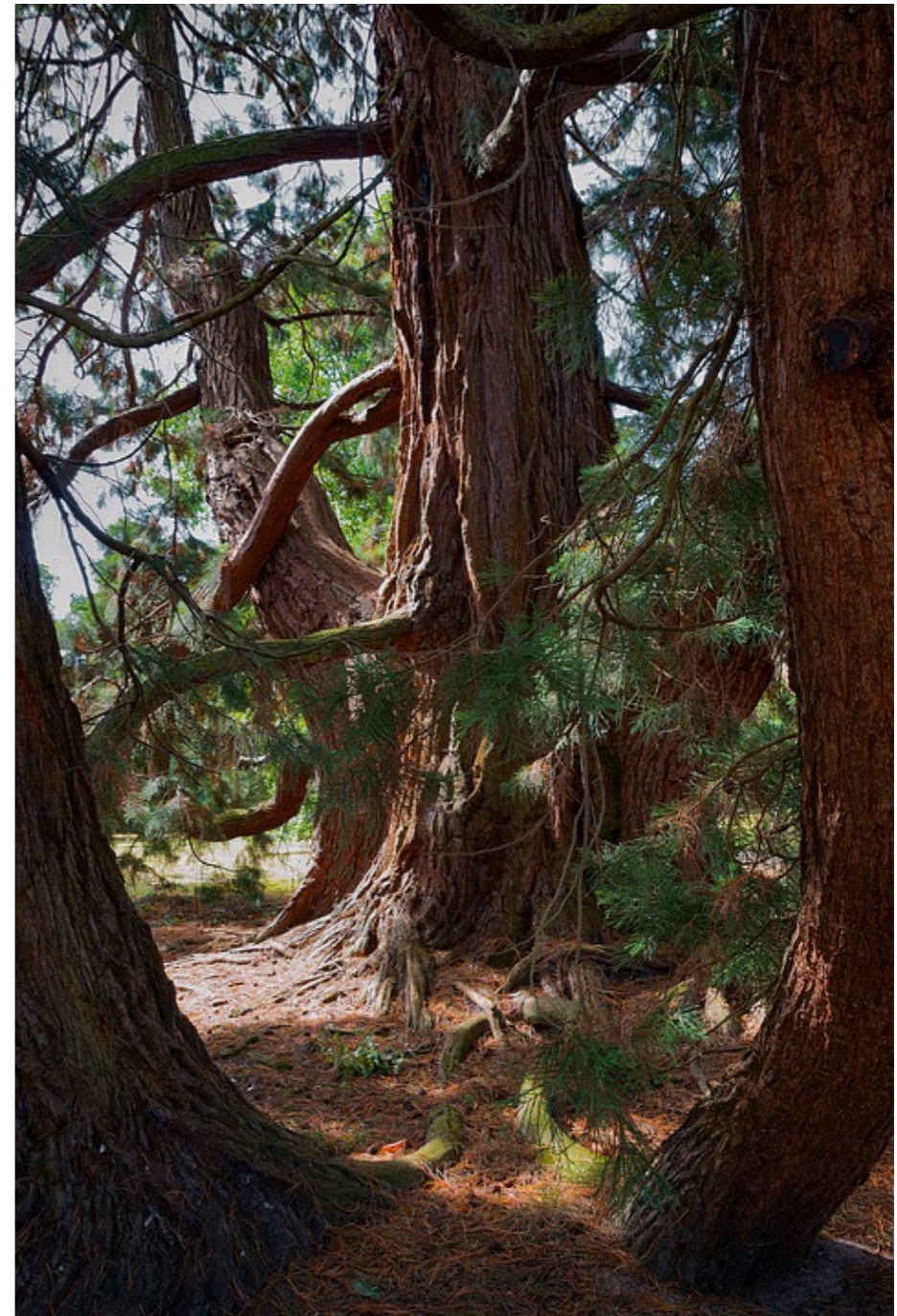
Personal Reflection

- What are resilient leaders?
- Who are they?
- What traits do they share?



Resilient Leaders

- **S**elf awareness - realise where your strengths and weaknesses are, know your values and purpose
- **H**onesty - vulnerability, know what you don't know
- **E**mbrace failure - admit your mistakes, embrace risk and mistakes in others, don't blame
- **B**e curious -inner coach - non-judgmental - develop and learn. Look for innovation. Ask Why? Ask why not?
- **R**eal clarity of purpose - know where you are going. Know what drives you. What's your narrative?
- **A**ppreciate - celebrate wins, no matter how small or big. Appreciate your team and those around you. Say thank you.
- **V**alues - don't compromise - true north ALSO look to the value of others
- **E**ncourage difference - listen to other voices, value others, culture of mistakes as learning, adapt and flex
- **S**upport and self-care -Look after emotional, psychological and physical well-being



Building a Resilient Team & Being a Resilient Leader

Self Reflection

- Taking what you've learned, how can you build a resilient team and be a resilient leader in your (often hybrid) work world...



Learning & Commitments

What are you going to do:

- individually
- for your team
- as a leader?

