



Developing Resiliency: Six Powerful Strategies to Thrive at Work
 Kevin Nourse, PhD
 Nourse Leadership Strategies



+ Foundational Idea



Everything can be taken from a man but one thing: the last of the human freedoms—to choose one's attitude in any given set of circumstances, to choose one's own way.

-- Viktor Frankl

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+ Introduction & Background



- Principal and founder of Nourse Leadership Strategies
- Formerly with PricewaterhouseCoopers
- PhD in human and organizational development
- Executive coach working with leaders facing setbacks, adversity
- Professional Certified Coach (PCC)
- Co-author of "Shift Into Thrive: Six Strategies for Women to Unlock the Power of Resiliency"



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+ Objectives



- Define key concepts related to resiliency and thriving
- Describe and apply the six resiliency strategies
- Explore actions that can be taken to implement resiliency strategies

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+ Key Concepts



- Resiliency/Resilience - The process of adapting well in the face of adversity; “bouncing back” from difficult experiences (APA)
- Thriving - The ability to function throughout and adverse experience beyond a baseline level or to grow despite exposure to stressful experiences (O’Leary, 1998)

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+ Why Resiliency?



- Ambiguity, adversity, and change
- Organizational resiliency
- Greater burden for managers/leaders
- Intelligence/functional knowledge is not enough to thrive

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+ Reflection Activity: Career timeline

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- Reflect on significant challenges you have faced in your career
- What factors enabled you to thrive in the face of adversity (versus merely survive)
- Share your factors in the chat box

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+ Resiliency Framework

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+ Resiliency Self-Assessment

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Element	Your Self-Assessment Yes, No, Needs Work
I have the support I need in my network to get support during challenging times	
I can explain on my values, passions, vision, and goals for my career	
I know my strengths and weaknesses, as well as my emotional triggers	
I regularly focus on taking care of myself physically, emotionally and spiritually	
I fully use my strengths in my role and invest in developing them on a regular basis	
I am able to maximize the positive aspects of a challenge and not get stuck in worry	

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+ Resiliency Self-Assessment

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Element	Your Self-Assessment Yes, No, Needs Work
I have the support I need in my network to get support during challenging times	Strengthen Support Networks
I can explain on my values, passions, vision, and goals for my career	Clarify Purpose
I know my strengths and weaknesses, as well as my emotional triggers	Build Self-Awareness
I regularly focus on taking care of myself physically, emotionally and spiritually	Enhance Self-Care
I fully use my strengths in my role and invest in developing them on a regular basis	Actualize Strengths
I am able to maximize the positive aspects of a challenge and not get stuck in worry	Broaden Coping Skills

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+ Strengthen Support Networks

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Proactively increase the breadth and depth of your support networks to help you maintain or regain balance in the midst of adversity.

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+ Clarify Purpose

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Focus on understanding your values, passions, vision, mission, and goals to boost your sense of optimism, align your behavior, and take action.

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+ Build Self-Awareness

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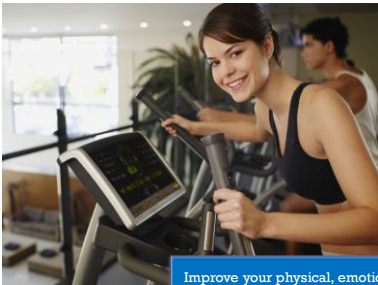


Develop an awareness of your thoughts, emotions, and development needs to improve your capacity to consciously manage your behavior.

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+ Enhance Self-Care

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Improve your physical, emotional, and spiritual well-being to increase your energy and inoculate yourself against stress.

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+ Actualize Strengths

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Maximize your strengths to build confidence, gain the courage to take risks, and achieve greater results.

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+ Broaden Coping Skills

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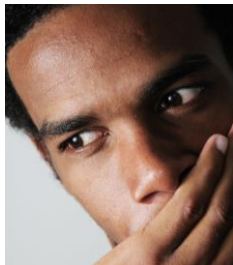
Strengthen the skills necessary to reframe the challenge and make intentional choices that lead to growth and thriving, not just surviving.

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+ Case Study: The Overwhelmed Physician Leader

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- Recently hired in a major medical center
- Oncologist in charge of an interdisciplinary care team
- Struggling with the demands of new role
- Style clashes with culture
- Working long hours
- Lack support from leadership team



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+ Case Study: The Overwhelmed Physician Leader

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- Resiliency approach
 - Strengthen support network
 - Enhance self-care
 - Actualize strengths
- Outcomes
 - Stronger relationships
 - Less stress reactive and micromanaging
 - More focused and productive



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+ Moving Into Action

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- Identify one action you will take after this webinar to enhance or sustain your resiliency
- Type your next step into the chat box

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+ Workshop Summary

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- Resiliency is critical to your career satisfaction and success.
- The extent to which you thrive during a challenging circumstance is largely determined by your choice to grow from adversity.
- There are six resiliency strategies that will help you thrive and the framework is not linear or sequential. You choose the strategies you need to focus on.
- By using these strategies, you can proactively prevent or lessen the impact of career challenges.

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+ Final Q&A

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Type your questions in the question box



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+ Closing Thought...

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My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor, and some style.



-- Maya Angelou

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+ Nurse Leadership Strategies

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Nurse Leadership Strategies (NLS) is a coaching and leadership development professional services firm based in Washington, DC and Palm Springs, CA. Founded by Dr. Kevin Nourse, NLS taps into a wide geographic network of experienced professionals to meet the needs of clients for specific projects. We have experience working with organizations in a number of sectors including financial services, government, healthcare, high tech, non-profits, and pharma/biotech.

- We offer the following services:
- Executive assessment and coaching
 - Team development programs
 - Leadership development programs

For more information, contact Dr. Kevin Nourse at 310.715.8315 or kevin@nourseleadership.com

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