

## **Leadership Barometer 195 Build Resilience** **Robert T. Whipple, MBA CPTD**



Building resilience is a critical aspect of effective leadership. A resilient team is more robust during changing or challenging situations. Here are some ideas on how leaders can foster more resilience in their teams.

### **Build resilience by creating a more supportive and inclusive culture**

Eliminate the silo thinking that creates cells of stress between groups. Create a culture where everyone feels valued and supported. Encourage open communication, empathy, and active listening.

By creating a more inclusive culture, leaders can tap into the full power that is available to them.

### **Develop strong relationships**

Encourage team members to create strong relationships with each other. These relationships provide support during challenging times. By reducing the friction between people, the tone of the organization is more constructive and positive.

### **Encourage personal development**

Provide opportunities for team members to develop their skills and pursue their passions. These skills may be directly applicable to the work situation or simply enhancements of life skills. When people feel they are growing, they are more interested in contributing.

### **Build resilience by fostering a growth mindset**

Encourage team members to view challenges as opportunities to learn and grow. A growth mindset will help individuals be more resilient in the face of setbacks.

## **Develop a tolerance for risk**

All changes carry risks with them. It is vital to develop a tolerance for moving forward despite the risks. The tricky part is educating people to mitigate risks where possible. Avoid taking reckless risks, but foster intelligent risks.

## **Build resilience by celebrating successes**

Celebrating successes can help team members feel more confident and motivated. It is a good idea to plan large changes in several baby steps to allow celebrations along the route. Acknowledge the hard work and accomplishments of your team.

## **Encourage self-care**

Team members should be encouraged to take care of themselves in all ways. This idea includes physical as well as mental health. It also includes work-life balance and healthy habits like exercise and mindfulness. Proper diet and professional health checks will also add to resilience.

## **Create an inspiring vision**

Help team members plan for the future and set good goals. A good vision is critical to allow high performance despite challenging intervals.

## **Conclusion**

By applying these strategies, a leader can help build a more resilient team that is better equipped. They will be more effective and remain focused and motivated during challenging times.

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