



# RESILIENCE – WHY AND HOW

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OVERCOMING STRESS  
AND FATIGUE

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**Licensed program of  
Persona Global**



## Whom to address this program:

Actually..to everybody in companies, because now more than ever, the need is huge with this COVID-19 effects, now and afterwards. The consequences are irreversible. Still, the most useful and approachable in companies, the program should be addressed to:

- Top management, as they are main decision makers and they need to quickly adapt to the changes
- Middle management, as they are the direct linkage to the people in companies, and their approach in communication and business decision is vital now
- Specialists in key positions, as the impact of this crisis is felt on their performance
- Teams, because they need to support each other in the process of their performance target.



## Consequences for NOW and THEN, related to what **resilience skills** require:

➤ Economic changes both in financial (revenues decrease, short-term strategies' s changes and human logistics (increase in unemployment rate) – this require all 7 SKILL SET fully 'activated', but especially VERSATILITY, because of the major changes happening and also, TOUGH-MINDNESS would be a great choice of proactivity, due to the difficulties

➤ Management direction huge change due to cancelling all long-term and medium-term economic strategies and rapidly changing short-term strategies witch requires especially a lot of VERSATILITY, PURPOSEFULLNESS and TOUGH MINDNESS, but almost in the same percentage the rest of them

➤ Social impact – huge and dramatic impact due to the fact that right now there are 1.000.000 active persons who lost their jobs ( fired/ technical unemployment). Some statistics say that after the crisis 40-50% will be employed again BUT...with a lower level in salaries, and this combined with inflation, will translate into a lower purchasing power. Also this require all 7 skill set in motion, and especially VERSATILITY and SELF-DISCIPLINE





# Consequences for NOW and THEN, related to what **resilience skills require:**

- The economic recovery will be slow and with social and financial resources involved, which require again, all 7 skill set but especially TOUGH-MINDNESS and DISCIPLINE, as we need patience and power to develop new perspectives
- The work volume will increase a lot because the people will have to compensate for their missing colleagues who were fired, on one hand and also, to reduce for the loss created by this period of lockdown, on the other hand. This demands in particular TOUGH MINDNESS, SELF-RELIENCE, CONNECTION, DISCIPLINE , linked-up with a very good understanding of the work process, business implications and results' expectations. Also challenge on their creativity for work-optimization which in our program-case is translated in VERSATILITY
- Most of the leadership strategies will change, as reflection of their objectives, competition, banking policies. A lot of businesses will move online some departments or part of them, determining thus changes in jobs, reducing personnel, having other interpersonal communication. Other training procedures and methods. Already happening :) and asking especially for our VERSATILITY, PURPOSEFULNESS, CONNECTION

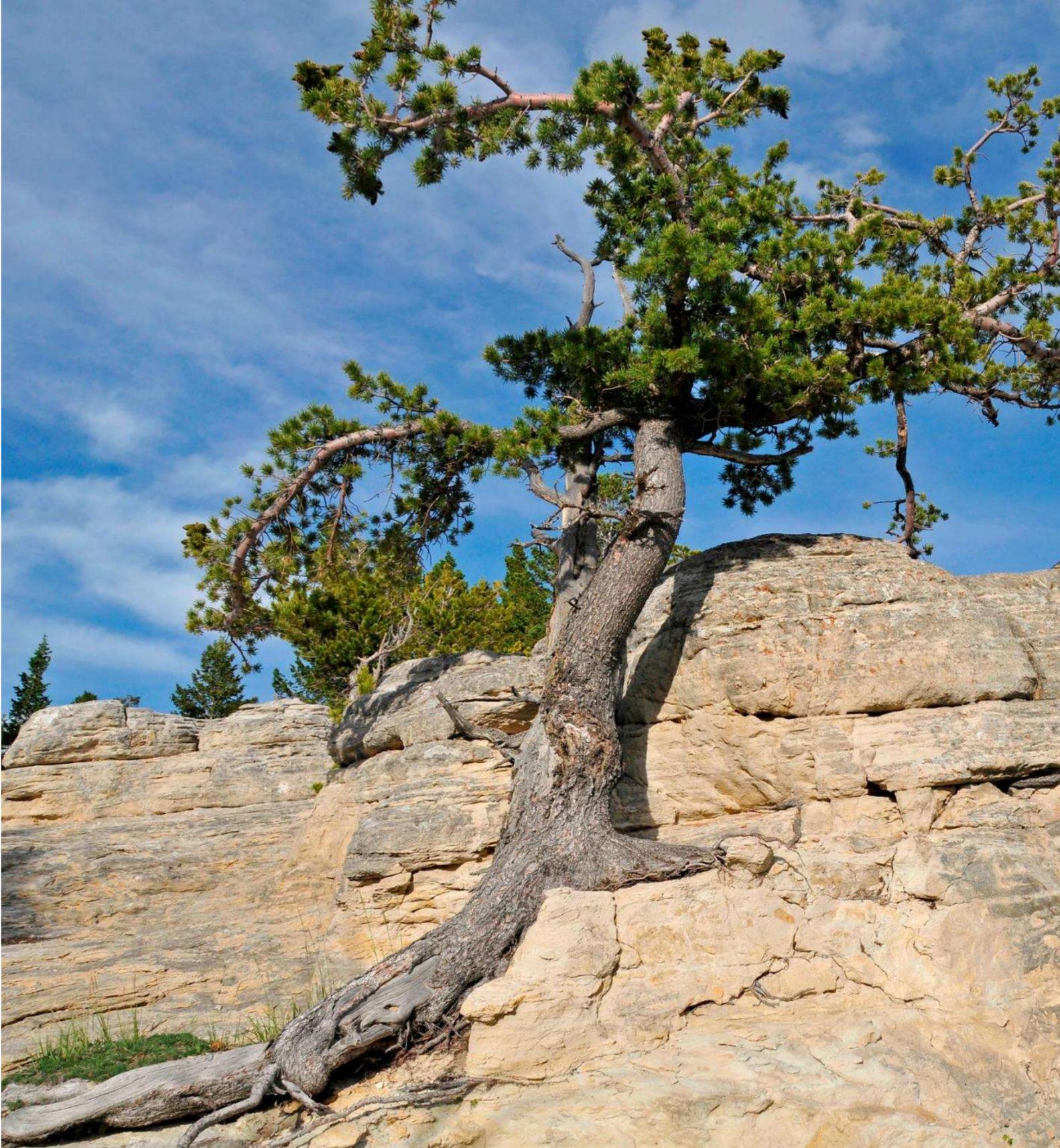




# Consequences for NOW and THEN, related to what **resilience skills require:**

- In HR, the relationships will dramatically change as we are no longer facing the personnel crisis of not having enough people to employ but on the contrary, there will be more unemployed persons than jobs available which will translate in lower salaries and bigger expectations from employers. This compels people to prove **VERSATILITY, SELF-RELIANCE AND CONNECTION**
- Socially, at the family level, budgeting priorities change and is focused on first-row needs: food, place to stay, utilities, urgent needs- so we move back to the need of **security** and put in perspective other second-row needs: socializing, holidays, another house, another car... This calls upon especially **SELF-DISCIPLINE** and **SELF-RELIANCE**
- Psychologically, the family relationships are challenged both now and after COVID crisis, as our social entertainment and relaxing solutions for stress are no longer available. So for those who cannot see the benefit of an in-house family bonding, this results in more stress and inability to have a harmonious family atmosphere. This, in our resilience model mirrors a craving for **VERSATILITY** and **PURPOSEFULNESS**.





**The good thing about COVID-19,  
in terms of resilience:**

**We train now all resilience  
skills. We need them anyhow.**

**Other adversities will come  
across our lives, so this a  
tough and perfect training.**