Resilient Leaders Elements

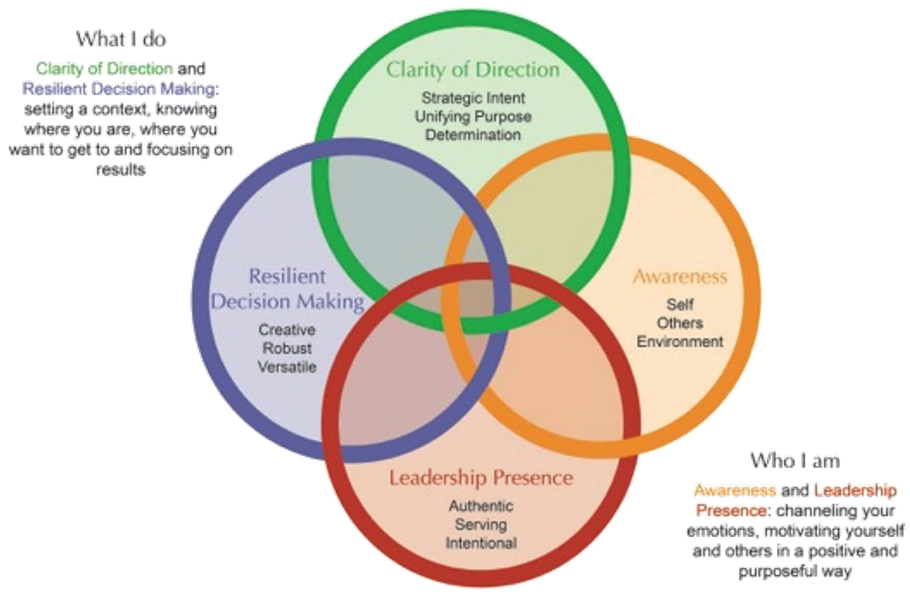
Making world-class leadership development available to all

Our mission at Resilient Leaders Elements

RLE Background and History

Motivated by the paralysing effect of the London bombings on the people involved, we began developing our work on Resilience in the 1990s. A group of experienced leaders from diverse backgrounds, we set out to understand what it takes to lead during such serious incidents, focusing on the impact on people and the human responses that contribute to successful recovery.

By relating not just to disaster scenarios but also to the day-to-day challenges faced by leaders, the four Resilient Leaders Elements enable leaders to be more effective in any situation. We knew we had something special as soon as we began using the Resilient Leaders Elements™ with leaders. They resonate with people irrespective of the sector in which they work or their level of leadership experience.



IMPACT

People know where they are going, why they are going there and they know you are determined to succeed.

Each individual can work out what to do for themselves in order to get to the end point.

- **Strategic Intent** *Having a vision and realistic strategy for the future and finding ways to achieve them*
- **Unifying Purpose** *Creating alignment, communicating effectively and enrolling people in the Strategic Intent*
- **Determination** *Seeing through the fog of events, being able to adapt without compromising the Strategic Intent*

- **Self** *Appreciation of your motives, attitude, strengths and weaknesses in a variety of situations*
- **Others** *Appreciation of the different motives, attitudes, cultures, strengths and weaknesses of others (e.g. your customers, your team, your business partners and your family)*
- **Environment** *Understanding your organisation, its systems, processes and culture, at all levels; also the forces that affect your organisation and your workplace*

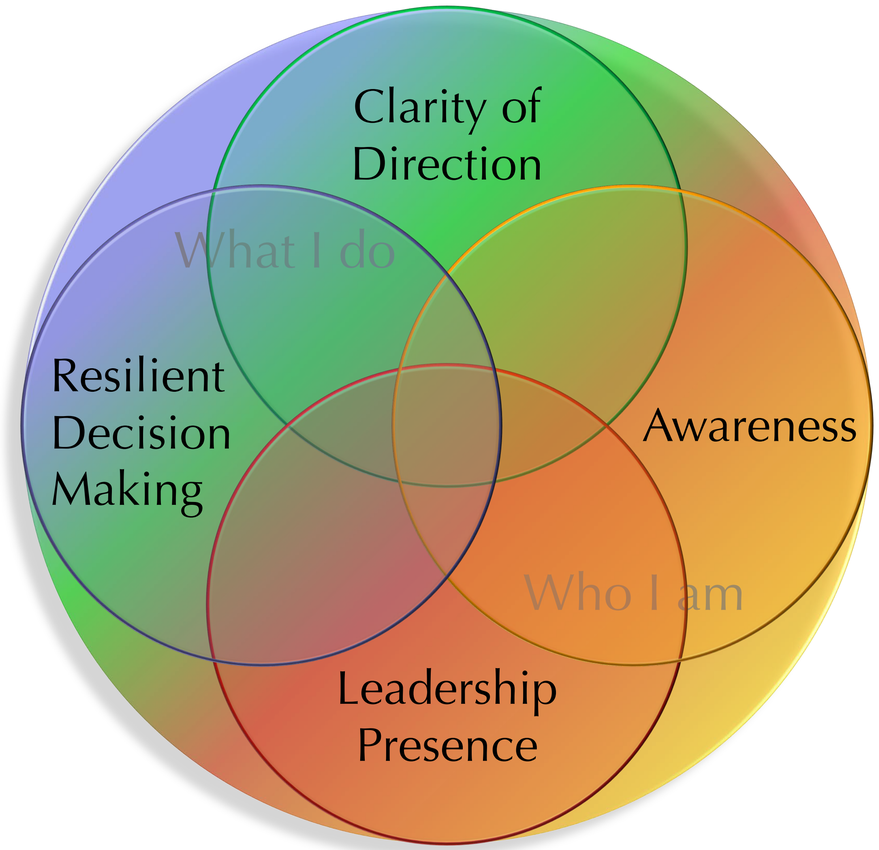
IMPACT

Everyone, including you, works at their best, resulting in higher productivity and motivation.

Diversity is appreciated and used to the benefit of all.

Systems and processes serve people in achieving their goals.

Having a vision and a realistic strategy for the future, communicating effectively to align people to your vision and having the determination to keep going in the face of adversity



Appreciation of your own and others' motivations, cultures, strengths and weaknesses and using this knowledge to adapt to the forces that affect your changing environment

Resilient Leaders Elements

Resilient Leaders Elements

Being able to take a valuable idea from concept to reality, challenging your own and others biases and considering the impact, pace and style of your decision making

Being true to yourself, your values and ethical code, being in service to others and bringing a focus and bias for achievement to your organisation and others around you

IMPACT

Great decisions are made at the right time, with the right people, in the right place.

Contingency options are always available so that the unexpected can be dealt with effectively and confidently.

- **Creative** *The ability to work outside the usual frame of reference and to take a valuable idea from concept to reality*
- **Robust** *Combining intellectual rigour, evaluation and awareness, giving solid foundations and contingency planning*
- **Versatile** *Creating options, responding to the needs and urgency of the situation, thinking and operating at the appropriate level*

- **Authentic** *Demonstrating integrity and conviction, operating to your values and ethics, being true to yourself*
- **Serving** *The needs of others (e.g. your customers, your team, your business partners and your family) are the priority; you are committed to the development of people*
- **Intentional** *Remaining focused on the purpose of the organisation, to be positive and appreciative rather than criticising; having personal energy and a bias for achievement*

IMPACT

You have “presence” even when you’re not in the room.

The best person takes the lead and is fully supported by all around them, leading to greater effectiveness and better results.

People know each other well enough to anticipate other’s actions and act accordingly.

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