Sustainability Champion training programme: resilience and influencing

Who is this for?
The training programme is aimed at staff who wish to develop resilience and influencing skills to perform more effectively as a Sustainability Champion.

What are the benefits?
The training programme is comprised of three mandatory sessions which enable participants to understand and develop knowledge and skills in resilience and influencing for Sustainability Champions.

What will be covered?
Resilience

The first resilience session will initially provide an introduction to the concepts of pressure, stress and resilience including current research into this area. The remainder of the first session and all of the second session will then be devoted to introducing strategies that champions can use to begin to develop their own resilience. This will start with tools that are simple to understand and apply, building towards deeper and more complex techniques. At the start of the second half-day we will also encourage delegates to share their experiences of applying the tools introduced in the first session, discussing successes and challenges.

Influencing

The Influencing session aims to develop influencing skills for successful results and strong working relationships. Prior and during the session delegates will define their influencing goals and learn practical tools to help reach them. Delegates will also identify their own (and understand other peoples’) interests, drivers and point of view that may help as they seek to influence others.

Session one
Introducing resilience, pressure and stress

• What is resilience? What makes people resilient?
• The relationship between pressure and stress.
• Developing resilience – the link to wellbeing and developing reserves of resilience to sustain you through challenging and changing times.

Managing stress and stressors

• Understanding the early warning signs of stress - nipping it in the bud.
• Process for managing multiple worries /priorities: control→ prioritisation→ action.
• Simple techniques to manage and reduce stress in the moment.

Developing resilience: positive experiences and social connections

• The purpose of positive emotions.
Environmental Sustainability

- The crucial relationship between positive experiences, wellbeing and resilience.
- The power of making genuine social connections.
- Strategies to increase positive experiences and connections in your day to day.

Developing resilience: thinking flexibly

- The relationship between thinking, feeling and behaving.
- Breaking the cycle of stress by thinking and behaving differently.
- Understanding the negative thinking that is increasingly present during stressful times.
- Applying the techniques of cognitive behavioural therapy (CBT) to help to manage the impact of our thoughts in response to the challenges delegates are facing in delivering the expectations of their roles, also giving them the opportunity to work together, sharing experiences and the diverse perspectives within the team.

Session two
Review and opportunity to share experiences and successes since the last session.

Developing resilience: optimism, focusing on strengths and developing self-belief

- Optimism and its impact on performance.
- How we interpret success and failure – the relationship with resilience.
- Focusing on your strengths and using them effectively to better engage with the world.
- Using the VIA character strengths survey to better understand the delegates’ personality strengths.
- The belief wall – identifying and increasing awareness of strengths and building self-belief.

Developing resilience: meaning and purpose

- The importance of meaning to humans.
- Understanding what's important – what do you value in life? Why is sustainability important to you? Why are you doing the role?
- Creating a meaningful personal vision - creating goals (both at work and outside) that give you what’s important to you. Link to the Sustainability Champion role.

Developing resilience: relaxation and recovery

- The importance of recovery and looking after yourself to prevent burn out and build resilience.
- The barriers to good sleep and strategies to improve sleep quality.
- Techniques to relax your mind, including a demonstration of mindfulness.

Session three

- Provide practical tools to help you identify and understand other peoples’ interests and points of view.
- Identify different stakeholders you wish to influence.
- Develop a plan to become a more effective Sustainability Champion by applying the influencing principals learned.
What will you learn?
By the end of this course delegates will have:

- Follow a process to determine and apply an appropriate influencing strategy.
- Be able to map and analyse stakeholders to differentiate your influencing approaches.
- Identify sources of power to help with influencing.
- Identified their social style as a way to better understand their own and other’s style.
- Adapt their own style for more effective influencing.
- Plan how to apply the principles learned to their own situations.
- Developed knowledge, skills and tools to better cope with the pressures and challenges you will face in delivering the Champion role, specifically:
  - Understanding the nature and impacts of pressure and stress.
  - Learning to more effectively manage pressure and stress.
  - Exploring strategies and techniques to increase your personal resilience to stress and improve your self-belief.

How long does it take?
The full programme will run between March and May 2018 consisting of one full day influencing workshop and two half day resilience workshops. Dates are as follows:

- 06/03/2018 09.30 – 13.00 (resilience 1) Sackville Street Building, Room H12
- 13/03/2018 13.00 – 16.30 (resilience 2) Sackville Street Building, Room H12
- 10/05/2018 09.30 – 16.30 (influencing) Roscoe Building, Room 3.1

Participants will be expected to attend ALL workshops.

Anything else?
It would be ideal if delegates could complete the VIA signature strengths test (www.authentichappiness.sas.upenn.edu/testcenter) in advance of the second session on 13 March and bring their completed reports with them to the session. This report will facilitate the ‘focusing on strengths’ activity, although any delegate unable to undertake the test in advance would not be excluded from taking part.

Interested?
If you wish to discuss any aspects of the above further please contact Lucy Millard on lucy.millard@manchester.ac.uk or extension 55563.