



VIRTUAL TRAINING SOLUTIONS

Development solutions for your people, wherever they are in the world



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edo | MIDAS



Managing adversity and building resilience

As COVID-19 is set to dominate our world for the foreseeable future, most of us are facing a period of sustained change and uncertainty, both personally and professionally.

With schools closed, home working and social distancing now being the new order of the day, our lives have been turned upside down in a matter of weeks. Suddenly, we are all having to handle more stress, pressure and anxiety in ourselves and others, from within the confines of our homes and without our familiar networks and support mechanisms. If there was ever a good time to pick up new strategies for handling adversity, it's right now. You can do that in two ways: either in our online group workshops or by working one-to-one with a resilience coach.

PROGRAMME CONTENT

1. A RESILIENT MIND: A CLEANSE FOR BUSY BRAINS

90-minute virtual workshop

This is a quick and useful way for you to learn a practical approach to building a more resilient mindset. Specifically, it gives you insight into the power of thought and shows you how to sidestep the mind-traps that can trigger stress.

- *Untangle your stressed brain before it runs away with you*
- *Understand thinking traps and how to get yourself out of them*
- *Build a more resilient mindset for yourself and your team*

2. DON'T JUST BOUNCE BACK... BOUNCE FORWARD!

90-minute virtual workshop

Would you like to explore how adversity can be the catalyst for learning and positive change, even if your mind has a habit of telling you otherwise? This is a chance to learn more about the kind of resilient mindset that not only helps us recover from setbacks but also propels us forward, feeling even stronger.

- *Discover what stops your BOUNCE*
- *Find your growth mindset*
- *Help others find theirs*

3. RESILIENCE COACHING

90-minute one-to-one virtual session

If you would like to speak to one of our resilience coaches for more in-depth support, our team of qualified business psychologists offer tailored sessions designed to focus on your wellbeing.

- *Make sense of what is going on for you right now*
- *Develop strategies for coping with change, stress and pressure*





Leading through complexity

Who would have thought that in 2020 we find our entire world turned upside down by a rogue virus threatening the global economy, our jobs, social liberty... and, most importantly, the lives of millions?

Right now, in the eye of the storm where uncertainty and complexity intensify, leaders are called upon to navigate lives, teams and businesses through unpredictable circumstances where outcomes are impossible to control. These are challenges that require leaders to think, act and behave differently.

PROGRAMME CONTENT

1. COMPLEXITY: WHEN THE TRIED AND TESTED STOP WORKING

90-minute virtual workshop

When faced with complexity, which is uncertain and unpredictable, our most tried and tested leadership thinking seems to become increasingly ineffective. Not only that, our instincts and intuition also begin to lead us down the opposite path to what is needed most.

- *What's different about complexity?*
- *What our brains have to say about complexity*
- *A new mindset fit to tackle complexity*

2. COMPLEXITY: HOW CAN I LEAD WITHOUT ANSWERS?

90-minute virtual workshop

Building on Workshop 1, this session introduces three practical tools for working more effectively with complexity.

- *The power of not taking control*
- *The power of taking multiple perspectives and holding polarities*
- *The power of experimentation*

3. ONE-TO-ONE COMPLEXITY COACHING

A series of 60-minute virtual sessions

If you are a leader or manager, this is an opportunity to assess your capacity to handle complexity and develop your thinking and learning agility further.

- *Develop your complexity toolbox*
- *Avoid getting derailed by complexity*
- *Find new ways to tackle persistent issues*





Handling difficult conversations

This is a time when we are all experiencing even more pressure and change in our teams and now, more than ever, it is critical we are able to tackle difficult work conversations calmly and skilfully. The COVID-19 crisis has brought with it a heightened sense of emotion, together with a demand to work remotely, leaving a great deal of scope for relationships to deteriorate and performance conversations to be avoided. That's why it is even more important that right now, managers and colleagues can address feedback and potential conflict in a constructive and positive way.

PROGRAMME CONTENT

HANDLING DIFFICULT CONVERSATIONS

90-minute virtual sessions

- *How to address issues in a timely and constructive manner*
- *The iFACT structure for holding difficult conversations*
- *How to open the conversation effectively*
- *How to deliver negative or sensitive feedback in a way that it is heard*
- *How to manage negative emotions in others*
- *How to manage your own negative impulses*
- *How to gain commitment to a course of action*



Remote team build

During this time of uncertainty many teams are faced with a new set of challenges. Some of these challenges may never have been considered before. To ensure we address the issues that are critical to you and your team's success, we will design this session based on diagnostic interviews with each team member in advance. Based on the outcome of these, we will tailor individual team-building sessions to suit the needs of your team.

PROGRAMME CONTENT

REMOTE TEAM BUILD

- *Better understand the communication style of each team member*
- *Build strong relationships that can be maintained remotely*
- *Identify the strengths that exist across the team*
- *Pinpoint strategies to maximise these strengths*
- *Agree a common purpose that your team can get behind to keep them focused during these times of challenge and uncertainty*
- *Help your team collaborate effectively from a distance*





Client testimonials

"It has been an absolute pleasure working with the team at edoMidas to deepen our understanding of strengths and how we can work more effectively to optimise team and individual performance."

Robert Beattie
Director of Internal Audit
Clydesdale & Yorkshire Bank

"edoMidas' passion and enthusiasm is infectious. A great combination of research, stories and interaction together with some simple tools to get people thinking positively and making a greater contribution to both their personal lives and their business lives."

Diane Yates
Head of Learning
Corporate Banking at RBS

"edoMidas did a fantastic job, providing us with the tools and the approaches necessary to successfully address difficult conversations."

Derek Cummings
Director of Business Services
Burness Paull LLP

"edoMidas' professionalism and enthusiasm is second to none and has added significant value. Feedback from participants has been of a continuously high level."

Karen McGinlay
Learning & Performance Manager
National Australia Group

"Delegate feedback is strong and our people are eager to attend the edoMidas workshops."

Aileen McLaren
People Consultant
Aberdeen Standard Investments

