

Beyond Survival

An experiential programme of renewal, resourcefulness and reinvention for HR professionals.

Beyond Survival is an inspiring and ground-breaking programme for HR leaders to engage with the challenges and the aftermath of the global pandemic, by drawing on their hidden and highest capabilities to make a fulfilling and remarkable difference.

With the dawn of 2021, the stage is set for HR professionals to step further forward in their leadership and deliver solutions that will transcend the normal approaches to transformation that have characterised business strategies over the past two decades.

To achieve this, HR leaders will need to be purposeful and resourceful if they are to create genuine and sustainable organisational transformation. The Mind at Work has drawn upon many years' experience of working within and alongside HR functions to launch this unique online learning experience for HR leaders.

Structure:

- An online experiential programme delivered across three days.
- Three online, one hour, 1-2-1 coaching sessions.
- Peer learning and networking across a diverse group of HR professionals.
- Additional resources through the online Mind at Work Academy.
- Price: £1,950 (+VAT)



The Four Components of Beyond Survival

1: Shifting mindset

There is no handbook for HR during these times, but the most impactful leaders have understood that as the situation keeps moving, so too does their learning and approach. The HR professionals who have achieved remarkable results are those who have demonstrated a mindset more expansive and open than surviving the crisis and working hard and fast. This is called the learning mindset; formed from purpose, curiosity and creativity, which needs to be chosen and cultivated consciously and consistently.

2: Being Purposeful

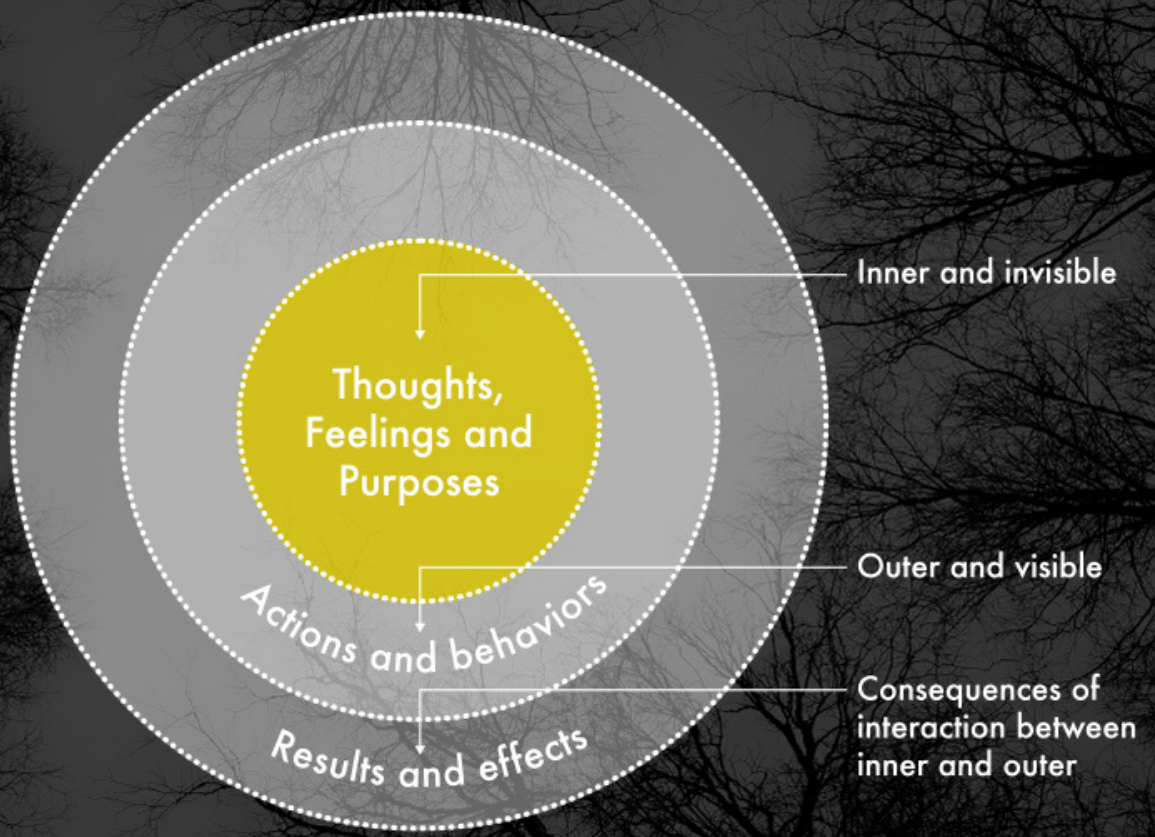
The genuinely remarkable HR professionals we have met are those aware of their inner state; who are connected to meaningful purposes for themselves and their organisation and are able to place these at the centre of their leadership and their interventions. Rather than being solely motivated by the need to survive or to get things done, their purposes are based on supporting, serving, discovering and thriving whatever the circumstance. These HR leaders are able to transcend crisis management and lead their organisations through intense disorientation into reorientation; demonstrating the ability to navigate instability with purposefulness, bringing courage, empathy and insight into their context.

3: Fostering human connectivity

The role of HR in engaging and caring for others with insight and purpose is vital. Over the past year, HR leaders have been at the forefront in communicating fast and frequent messages aimed at keeping the whole workforce informed and aware of the bigger picture. Whilst the global community has collectively experienced Covid-19, people's individual experiences have varied dramatically. The need for individual one-to-one conversations built upon empathy and understanding have increased in importance. Those HR leaders who are caring, supporting and listening are those most able to engender trust, build commitment and deliver a truly remarkable recovery. This is the substance of human connectivity.

4 Being resourceful and inventive

With organisations facing large-scale restructuring and multiple efficiency drives, many HR leaders have emphasised the importance of agility and resilience when describing what has been required from them during these times of 'doubling-down' and being in 'full survival-mode'. However, a sole focus upon agility and resilience will not generate all that is required when responding to the pressures and stress associated with an accelerated agenda. HR will be required to be resourceful and inventive when nurturing others, optimising resources and tapping into hidden ingenuity - a step up from agility and resilience.



Module One:

January 28th
8.30am to 4pm GMT

Being Purposeful

- The psychology of motivation – engaging meaning and purpose.
- Transforming and transcending the mindsets of survival, desire and “having to get it right”.
- Unleashing the power of purpose for greater results and inner resources.

Module Two:

February 4th
8.30am to 4pm GMT

Being Connecting

- Purposeful conversations for building trust and sustaining engagement.
- The secrets of collaboration and partnership.
- True recognition of others and its rewards upon self, others and business.

Module Three:

February 11th
8.30am to 4pm GMT

Being Resourceful

- Generating productive permission fields.
- Working with power intentionally.
- Innovative problem-solving.
- How my personal transformation as an HR leader can become a source of genuine transformation.

Benefits for Participants:

- Greater self-awareness and a deeper understanding of personal meaning, motivation and behaviours.
- Ability to create stability and reorientation by being guided by and acting with higher purpose.
- Strengthened personal resilience and the ability to tap into hidden resources.
- Increased capacity to listen, empathise and connect with others in meaningful and energising ways.
- Robust partnership capability.
- Innovative problem-solving and deeper resourcefulness, despite limits and accelerated agendas.
- Greater personal authority and skills for leading from the front to facilitate transformational paradigm shifts.

Our HR Development Team:



Pascale Ascher

Our founding director has a specialist background in psychology and expertise in personal transformation, group dynamics and culture creation. Pascale works closely with HR and operational functions to design and deliver highly impactful leadership, managerial and cultural programmes.



Noel Lenehan

Noel brings an extensive leadership and cultural change experience from global businesses. A strategic thinker with strong commercial and operational capabilities; Noel is passionate about elevating business performance through its people and has the know-how to make it happen.



Stuart Worker

Stuart has held leadership roles, extensively across Africa and the Middle East. He has directly delivered major global transformation programmes and has unique insights into how to make a significant difference upon organisational change through impactful HR partnering.



Paul Cowley

Paul has a 20-year career in communications, corporate responsibility and leadership development; undertaking leadership roles relating to corporate communications and the embedding of the principles of responsible business and values within organisations.

For further information contact paul@themindatwork.co.uk