



## **BUILDING RESILIENCE FOR THE LONG HAUL**

Our resilience work is based upon a few fundamental beliefs. These beliefs come from many years of working in high-intensity environment with people like you. Who do I think you are? I think you are passionate, opinionated, driven, distracted, heroic, dysfunctional, over-emotional, numb, over-scheduled, loving, deeply committed, flawed and perfect, and truly powerful and admirable colleagues. And sometimes you make things harder for yourself.

Each resilience-building facilitation we design is tailored to the organization based on what is relevant and timely given that organization's culture, stage of development, background noise, and repeating conversations. The basic framework we use is based on the belief that resilient people are grounded in reality, (i.e., you understand your relationship to yourself and your context) are rooted in the meaningfulness of what they are doing (i.e., you weave the meaning into the process of doing it) and finally, resilient people can improvise well (i.e., you can experience behavioral choice)

We approach resilience-building with three levels in mind: the individual, the group, and the organization. We work with you to get you grounded in reality, rooted in meaning, and improvising well at each level. We help you understand what you can do, *in specific behavioral terms* to develop yourself, your groups, and your organizations in ways that support your long-term health and well-being despite being in some of the most intense environments in the world.