



# Better Work Together



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## **United we stand, divided we fall.**

There's nothing original about this statement. It has been traced back to Aesop, the Ancient Greek who wrote the famous fables in the 6th century B.C.

Yet it is as relevant as ever:

Resilience at Work (R@W) is a unique and powerful approach to teamwork. The R@W App gives you the means to motivate your people to work together in challenging times and makes it easier for them to do so.

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## When the going gets tough, you discover your team has all kinds of resilience.

This resilience will not only help you to cope, it will enable you to prevail over the odds and create successful outcomes.

So what is resilience? According to the dictionary, it's the ability to bounce back, to recover from "the slings and arrows of outrageous fortune."

You know what it's like. You have to do more with less, manage the demands of customers and adapt to external pressures – all against a backdrop of change and uncertainty.

What makes it even tougher: you are simultaneously wrangling the complexities of leadership, encouraging teamwork and integrating a multitude of relationships. It's only too easy to become fatigued, demoralised and, in worst-case scenarios, unwell.

The challenge is how to deliver on outcomes yet stay well, personally and collectively. Investing in team resilience is the best place to start.

A resilient team will share ways to leverage their strengths and manage shared pressures. They can adapt to change. They look to the horizon - focusing on how they can sustain their wellbeing and performance over the long-term. They collaborate to foster productivity, innovation, care and cohesion.

Organisations all too often focus on building personal resilience. This is important but we know that a team's culture can foster or detract from these individual efforts. Research shows we are more likely to create resilient cultures by attending to both the individual and the team.

**The R@W App shows you how.**



## This is how the R@W App works

The R@W App starts by recognising that context matters. What creates resilience relates to the challenges you face and how you manage them.

The app works for any type of team. This is because it focuses on the uniqueness of your situation: your specific strengths, your current and future challenges.

The app enables your team to co-create and track your unique resilience journey. It connects reflections, problem solving discussions and action planning.

The app is designed around the R@W Team assessment tool. This is the result of intensive research and it outlines the 7 disciplines and 22 sub-components that create resilience in a team. The assessment helps you identify and monitor your strengths and areas for focus.



### 01 Lead from the front

Nominate a team member to manage the process

### 02 Gather the evidence

Take the 5-minute R@W Team resilience assessment

### 03 Fast track discussion

Individually nominate team challenges you see as critical

### 04 All take a vote

Vote anonymously on the challenge nominated

### 05 Get a clear picture

Review your team's resilience results together

### 06 Bring out the best

Identify the strengths you can bring to the challenge

### 07 Agree on the gaps

Identify where the team needs to develop to meet the challenge

### 08 Pinpoint the growth

Use the app's probing questions to get to the heart of necessary team improvements

### 09 Action stations

Input actions and responsibilities into the app

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## What a difference data can make

For senior decision-makers, the R@W App provides clear snap shots of team scores against the 'pressure points' of resilience, wellbeing and engagement.

It will also show the reasons behind the scores – crucial data that is often hidden or misunderstood. This deeper understanding helps drive system-wide decision-making and positive change.

Not only can you see this data for your own teams, you can see it across the whole of the

R@W global community: in every team, every organisation, every sector, and every culture.

This will enable you to predict the impact of strategic and market decisions before they happen. And when they do happen the R@W data will show you exactly what actions to take.

It's important that data is confidential.

The participants who contribute are kept anonymous to protect everyone.

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