

IGNITING RESILIENCE

Introducing an interactive development program designed to increase personal resilience, engagement and productivity in this unprecedented time of stress and burnout. Our unique pairing of educational and behavioral interventions, delivered through virtual modules and small group coaching, has a proven track record of increasing employees' ability to implement and sustain positive change.

"76% of employees experience burnout on the job sometimes, and 28% are burned out "very often" or "always" at work."

Gallup Employee Burnout Report, 2020

OUR APPROACH

We integrate the best of research-based approaches in neuroscience, positive psychology and emotional intelligence with real-world application to optimize sustainable impact. Our three-part approach includes:

1. **Discover** – We determine your program's scale and scope through reviewing existing data, conducting interviews, and/or delivering surveys, to customize the program for your organization's resilience needs.
2. **Deliver** – We provide up to 20 hours of development for each participant through integrated virtual webinars, small group coaching sessions, and on-going assignments, to maximize success and sustain results.
3. **Measure** – We assess program impact on participants and sharing recommendations to combat organizational burnout moving forward.

Working with your team, we develop individual resilience plans to positively influence your organizational culture.

"Mental resilience means managing our minds in a way that increases our ability to face the first arrow and to break the second before it strikes us."

HBR, 2020



OUR TOOLS

Our program contains two core components offered over a four to six month time frame:

1. **Virtual webinars.** These 30-minute webinars include pre-assessment exercises, frameworks, articles and tools, to deepen self-awareness, identify barriers, and create strategies to bounce back from adversity.
2. **Group coaching.** These 75-minute sessions embed and sustain webinar learning as employees create customized resilience plans, put them into practice, and learn from the results, all within the space of their supportive and accountable community.

RESILIENCE PLAN

START
(Baseline)

END
(Sustained Resilience)

Theme 1	Theme 2	Theme 3	Theme 4	Theme 5	Theme 6
Introduction	Self-awareness	Stories	Strategies	Support	Wrap-up
What is your goal for this coaching? What are the expectations?	What are your superpowers? What can you do to accelerate your success?	What story are you telling yourself that might block your way forward?	What has worked in the past and what might you want to try differently?	What resources exist to help you achieve your goals?	How will you hold yourself accountable and sustain your momentum?

YOUR FACILITATORS



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Barbara is an ICF Certified Coach and Positive Leadership Strategist with an MA in Positive Organizational Psychology. Leveraging her past 20-year corporate and creative/fashion industry experience with educational knowledge and neuroscientific training, Barbara unlocks positive potential through a strengths-based leadership approach to work, communication and performance. Recent engagements include Caltech, The Getty Leadership Institute and leaders within healthcare, creative and financial sectors.



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After 25 years in corporate learning & development and human resources roles, Vicki founded Rossetti Associates, where she coaches leaders, facilitates team sessions and consults with organizations in a wide range of industries including finance, risk management, IT, marketing, sales, human resources, non-profit, and academia. As an ICF Certified Coach, she applies expertise in emotional intelligence to help new leaders and their teams improve their satisfaction, engagement and performance.