



Resilience Awareness Programme



Introduction

Business resilience is a means of navigating uncertainty and sustaining long-term success regardless of factors that might affect commercial outcomes. Organisations should implement robust risk management strategies that anticipate potential disruptions by fostering a culture of agility and adaptability to enable them to respond effectively to unforeseen challenges.



Context

1. Global events of the last few years, have resulted in a series of outcomes which could introduce uncertainty to a business.



2. The impact on a human level has created stress and anxiety, for the obvious reasons of job security, financial challenges, and uncertainty around the future.



3. This can pose operational and safety risks for our Members so we developed a wide-ranging programme focusing on developing resilience, to enable them to better manage these pressures.

4. We have created a video series specifically for the marine contracting industry and IMCA Members.

5. The programme comprises six ten minute videos – all made freely available to the industry on our website.





Why now?

1. It is good sense for every business to look after the welfare of their personnel and one way is to help build personal resilience.



2. If we are more resilient, we can better cope with life and work.



3. Resilient organisations are made up of resilient people.

4. Resilient organisations are successful organisations.



5. Irrespective of a situation that we need to deal with, being resilient helps us to cope with pressure.

6. Resilience is a life skill and enables us to better support other people including family, friends and colleagues.

7. So whether we are really busy, have a personal issue or a financial problem, having good personal resilience helps us through these challenges.

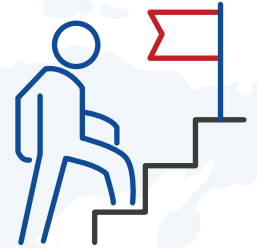


What is resilience?

- 1.** Resilience is about working through difficult experiences and having the ability to bounce back quickly. Resilience is learning from the way we cope with a difficult or stressful situation and making good use of that learning experience in the future.
- 3.** Developing our mental resilience through awareness training can help us manage stress and make clearer decisions in stressful situations. We can also bounce back and respond more quickly when things go wrong – much like an athlete who needs to practice to develop the strength and skills to be successful.

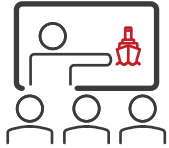


- 2.** Fortunately we all have a level of resilience which we have developed throughout our careers, and there are ways in which we can increase this through learning and training.



- 4.** The Resilience Awareness Programme of six video modules explains the main concepts of resilience and proposes some useful tips on how we can develop and improve this capability for use at work and at home.





Who is this for?

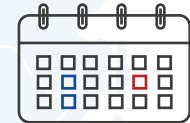
1. Everyone at the worksite should work through all six video modules.



2. Each worksite should schedule sessions to align with the availability of the attendees and viewing facilities.



3. It is recommended that the sessions be given on a weekly basis to give people time to think about the contents.



4. The videos promote discussion, and the groups of attendees should be selected to enable this to happen in a balanced way.



5. There is no set rule for the mix and number of attendees, but as a guide, between four and eight people has been found to be optimal.



6. We hope that you get something positive out of the experience.





Eight steps to more resilience



Accept change

Find ways to become more comfortable with change.



Be a continuous learner

Gain new skills and understanding to apply in times of change.



Take charge

Shape your future by controlling your career and your own development.



Find a sense of purpose

Assess setbacks through the framework of a broader perspective.



Skill shift

Reframe how you see your skills, talents and interests.



Self reflection

Foster learning, new perspectives and self awareness.



Cultivate relationships

Develop and nurture personal and professional relationships.



Pay attention to yourself

Form an identity apart from your job.



Module breakdown



Module 1

Helps us to understand ways we can develop our resilience to help us to stay safe.



Module 2

Encourages us to make safer decisions by teaching us how to keep things in perspective.



Module 3

Explores how to cope with change and prevent it having a negative impact on safety.



Module 4

Looks at how taking care of ourselves will help us be safer by being more alert and sharper.



Module 5

Looks at keeping ourselves safe by reminding us to always think things through before acting.



Module 6

Summarises the previous modules with some further scenarios to discuss.



Contact us



info@imca-int.com



www.imca-int.com



66 Buckingham Gate
London
SW1E 6AU
United Kingdom

