

## Fit for business

### Introduction

Over the past few years, employee wellbeing has been rising-up the agenda for employers internationally. Organisations depend on having a healthy and productive workforce: we know that when employees feel their work is meaningful and they are valued and supported, they tend to have higher wellbeing levels, be more committed to the organisation's goals and perform better.

This course answers the question "Are you fit to lead?" It gives practical tools and guidance to build resilience and tolerance within your workforce, converting techniques used by Olympic athletes into a business context; resulting in engaged staff, reduced sickness levels and a workforce performing to its optimum, producing the perfect Business athlete.



### Objectives

By the end of this course delegates will be able to:

- Explain the 4 strategic areas to help themselves and the company achieve peak performance
- Apply the results of the profiling tool to show how they and their team can improve performance
- Demonstrate how the formula ARSE can promote ownership, corrective action, and resilience
- Identify and manage a healthy level of stress for optimal performance
- Apply guided imagery techniques to improve performance
- Write a plan for implementation on return to the workplace

### Content

A sample of what is covered includes:

#### Personal shields - introductions

A simple and effective way to get to know each other through diagrams and pictures. It encourages participants to lower their personal shields and be more open about who they are, creating trust within the group. It demonstrates how and why we connect with people.

#### Energy and performance profiling

Reaching your performance potential requires a strategic approach to the way you think (psychology), the way you work (productivity), the way you recharge (recovery) and the way you eat and move (physiology). To consistently achieve your personal best and keep your energy levels high you need to ensure that you work on these four areas.

Athletes look at all round mental and physical health to ensure they use every possible bit of energy to improve their performance.

Delegates will be assessed using an energy and performance profiling tool to understand where they are now in these four areas. They will then perform practical tasks to demonstrate how they can use their results to improve their own overall performance and wellbeing and encourage their teams to do the same.

- Introduction to personal performance profiling
- What is your own current performance profile?

- How can you use the results to better your own and your team's / company's performance?
- Interventions

### **Building resilience**

“Athletes of all abilities, but especially high-performance athletes, must have resilience in abundance in order to war with the dynamics of internal and external conflict.” Dr. Robert Heller, sports psychologist.

Resilience is rooted in stress management, but it delivers broader benefits. This segment shows how to build the resilience professional sports people have into your own teams. We will learn how to translate the following process used by top athletes such as Michael Jordan, into a useable business plan.

- **A = Acknowledge.** The athlete acknowledges and accepts responsibility for his or her error and the frustration it has caused. Ownership of the error is essential in this phase of resiliency, as is acknowledging the frustration for the individual athlete, as well as for the team.
- **R = Review.** The athlete reviews the play and determines how and why the performance error occurred.
- **S = Strategize.** The athlete makes a plan to take corrective action for future plays. At this point, team members or coaches may also assist in corrective action, but again, the ownership for the performance error, as well as for the future strategy, belongs to the individual athlete.
- **E = Execute.** The athlete continues to perform in the event and prepares for the next play.

### **Dealing with pressure**

Although stress is relatively common, there is little research exploring the most effective ways to help you manage it best. We will put you under a “healthy” level of stress and identify what feelings you are experiencing. We will then work on reversing those feelings using NLP techniques and offer practical guidance to reduce unhealthy stress levels.

- Identify your triggers
- Organise your time
- Address some of the causes
- Accept the things you can't change

### **Taking V.A.C to the next level**

Guided imagery is a mind-body intervention which we will use to evoke and generate mental images that simulate or re-create the sensory perception of sights, sounds, tastes, smells, movements, and images associated with peak performance. A practical module where you will learn how to use this technique yourself and with your teams to maintain mental stability, find the right way forward and enhance performance. A high-profile example of a sports person using this technique is Jonny Wilkinson, the English and international British Lions rugby player.

- Enhancing performance
- Turning fear into excitement
- Guided imagery and team performance
- Personal goals - moving forward