



Detailed Course Brochure for Learning & Development Heads
November 2023

Executive Resilience

Building Holistic Toughness for Leaders: An Essential Skill

How Everyone Should Strengthen Our Six Vital Pillars of
“Bouncebackability” to Thrive in an Ever-Changing World



**8-hour Intensive Masterclass
led by Coach Sam Wadia**

“Our greatest glory is not in never falling, but in rising every time we fall.”

— Confucius —

www.coaching.com.sg

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The “Why” of Resilience

- Do you **worry** often about your future, and want to improve it?
- Have you experienced difficulty in **bouncing back** from setbacks and challenges?
- Have you experienced symptoms of burnout or chronic **exhaustion**?
- Do you **fear** change?
- Would you like to know how to create your own **unique “life strength” action plan** to get **maximum** results with **minimum** risk, effort, or sacrifice?

If you answered “Yes” to any of the above, then this is the course for you.

Everyone needs resilience. That is the **ability** to bounce back from (or better still, prevent) troubles & tough times.

This multidimensional aim needs proper planning, preparation, and actions beforehand. Coach Sam guides you through these steps in an organised way, addressing the **6 holistic pillars of resilience** – physical, mental, emotional, interpersonal, financial, and technological.

We want to ask the right **questions**, give you valuable insights, and then create a **powerful action plan** that is right for you – based on your unique strengths, values, opportunities and aspirations.

In this competitive VUCA (volatile, uncertain, complex and ambiguous) world, we all face multiple significant **challenges** every day.

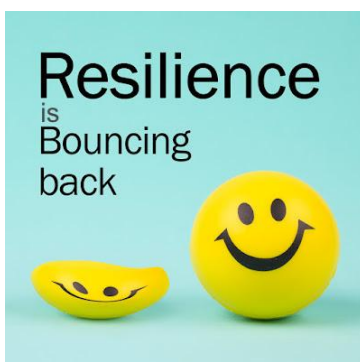
Many smart & hard-working people end up facing very difficult situations, simply because they missed doing a few things right early enough.

Examples of difficult situations that leaders face which **require resilience**:

1. Loss of a job, or main income-stream
2. Serious health ailment cropping up
3. Impairment of a loved in the family due to any reason
4. Large financial loss in business
5. Dashed hopes, dreams, or expectations
6. Unfairness or harassment in the workplace
7. Legal issues
8. Severe disagreements with family or friends
9. Fear of or resistance to change
10. Any other situation that causes distress, grief, or anxiety

Examples of difficult situations that organisations face due to **lack of a corporate culture & systems that foster resilience**:

1. Low motivation, morale in the workforce
2. Employee disengagement, lack of feeling of ownership for the role
3. Attrition - high staff turnover
4. Lower productivity, initiative, willingness to go the extra mile
5. Overly risk-averse
6. Absenteeism
7. Lower profits due to above causes
8. Missing out on global and industry opportunities for improvement and innovation



We need to watch out for factors that can make us fragile - avoidably, and needlessly. It is our mission to win over these challenges **sustainably**.

This includes steps to avoid troubles in the first place, as well as **preparing** for what one would do when difficult situations arise.

Objective

The purpose of this unique program is to empower learners, and by extension, their organisations, to stay sustainably resilient in an ever challenging world. This enables them to thrive and take advantage of “hidden” opportunities through planning, preparation, and strategic perseverance.

Participant Benefits

By the end of this session, the learners will be transformed. They will:

- Develop confidence about their future
- Understand the concept & value of holistic resilience
- Dive deep into each of the main pillars of holistic resilience - 3 inner pillars (mental, emotional, physical) and 3 outer pillars (interpersonal, financial, technological)
- Gain awareness of their personal Resilience Quotient (RQ)
- Start creating their own unique, prioritised action plan revealed in their RQ

Gains for organisations whose leaders participate in this program:

Holistic resilience training for organisational leaders can offer a wide range of benefits that contribute to the overall success and well-being of the organisation. Here's a natural & logical list of benefits:

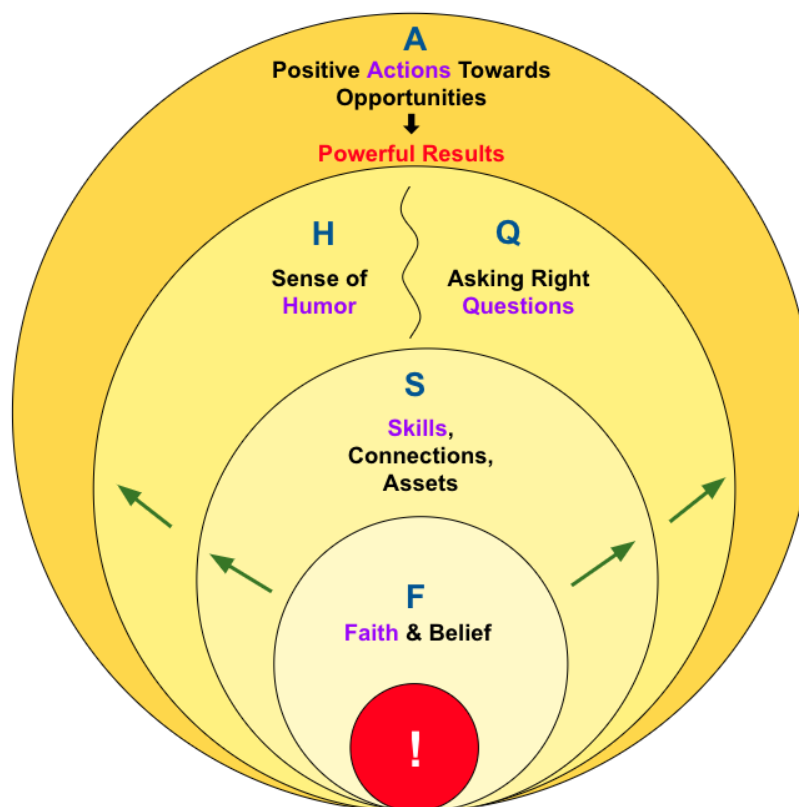
1. **Enhanced Stress Management:** Holistic resilience training equips leaders with effective stress management techniques, enabling them to handle high-pressure situations more calmly and make well-informed decisions.
2. **Improved Decision-Making:** Resilience training enhances cognitive flexibility and emotional regulation, leading to more rational and effective decision-making even in challenging circumstances.
3. **Better Team Morale:** Leaders who are resilient are more likely to remain composed during setbacks, which can positively impact team morale and motivation.
4. **Adaptability to Change:** Holistic resilience training helps leaders embrace change as an opportunity for growth, making them more adaptable to shifts in the business environment.

5. **Conflict Resolution:** Resilience training fosters improved communication and conflict resolution skills, enabling leaders to navigate disagreements and maintain positive working relationships.
6. **Reduced Burnout:** Leaders with enhanced resilience are less prone to burnout, as they can manage work-related stressors more effectively and maintain a healthier work-life balance.
7. **Enhanced Creativity and Innovation:** Resilience training encourages creative thinking and risk-taking, fostering an environment where new ideas and innovations can thrive.
8. **Better Employee Engagement:** Resilient leaders can provide more supportive and empathetic leadership, leading to increased employee satisfaction, engagement, and loyalty.
9. **Crisis Management:** Resilient leaders are better equipped to manage and lead during crises, ensuring a more organised and effective response to unexpected challenges.
10. **Improved Communication:** Holistic resilience training can enhance interpersonal skills, allowing leaders to communicate more clearly and empathetically with their teams.
11. **Long-Term Vision:** Resilient leaders are better positioned to maintain a long-term strategic perspective, even in the face of short-term setbacks.
12. **Health and Well-being:** Resilience training often includes practices that promote physical and mental well-being, leading to healthier leaders who can model and promote wellness within the organisation.
13. **Enhanced Productivity:** When leaders can manage their stress and emotions effectively, they can maintain higher levels of productivity and focus on their responsibilities.
14. **Risk Management:** Resilience training helps leaders identify potential risks and develop contingency plans, minimising the impact of adverse events on the organisation.
15. **Positive Organisational Culture:** Resilient leaders contribute to a positive organisational culture by setting an example of how to handle challenges constructively, inspiring others to adopt similar behaviours.
16. **Improved Work-Life Integration:** Holistic resilience training emphasises work-life balance, enabling leaders to integrate personal and professional responsibilities more harmoniously.
17. **Talent Retention:** Organisations with resilient leaders are more likely to retain top talent, as employees feel supported and valued under their leadership.

18. **Enhanced Leadership Skills:** Resilience training can bolster a range of leadership skills, including empathy, communication, conflict resolution, and decision-making.
19. **Stakeholder Relationships:** Resilient leaders can maintain strong relationships with stakeholders, instilling confidence in the organisation's ability to navigate challenges.
20. **Sustainable Success:** By cultivating resilience in their leaders, organisations can create a foundation for sustainable success, fostering growth and stability over the long term.

The actual benefits experienced by an organisation will vary based on factors such as the commitment of leaders and the organisation's specific context and goals.

Coach Sam Wadia's Red Dot Model of Resilience



What is this red dot? Join us to find out.

Course Curriculum Outline

For the 1 hour talk

1. **Introduction** to resilience
2. **Why** are we here in this session
3. **Examples** of resilience
4. **Inner** resilience vs **outer** resilience
5. Basics of the 6 **pillars** of resilience - inner & outer
6. What is resilience **quotient**
7. Developing your action **plan**
8. **Q&A** if time permits



For the 1 day (8 hours) programme

Part I. Introduction to Holistic Resilience

- 1.1 The WHY
- 1.2 The basic attitude, philosophy
- 1.3 Activity – Resilience Questionnaire (Resilience Quotient)

Part II. Inner Resilience – Physical

- 2.1 How are we sensing – in every cell of our body
- 2.2 Strength, flexibility, speed, endurance, agility
- 2.3 What we can do to improve in key aspects
- 2.4 Activity – Breath work

Part III. Inner Resilience – Mental

- 3.1 The garden between our ears
- 3.2 We are what we think – how to improve the quality of our brain work
- 3.3 Dealing with stress and anxiety
- 3.4 Activity – Group Discussion – how to start “never mind”

Part IV. Inner Resilience – Emotional

- 4.1 Are we managing our feelings well
- 4.2 Where and when are we at our HAPPIEST
- 4.3 How to move away from situations that affect our mood, state, peace of mind
- 4.4 Activity – A brief meditation

Part V. Outer Resilience – Interpersonal (Social relationships, connections, reputation)

- 5.1 Who do we care for (about)
- 5.2 Who cares about us
- 5.3 How to grow our pool of mutually beneficial connections with least effort
- 5.4 Activity – Listing the 20 people who matter most to us, and who we matter to

Part VI. Outer Resilience – Financial

- 6.1 Know thyself – be organised, aware, and realistic
- 6.2 Do your maths – probabilities and scenarios
- 6.3 How to stay protected, while still growing toward our goals
- 6.4 Activity – Estimate your net worth in 10 years from now

Part VII. Outer Resilience – Technological

- 7.1 What's happening now + learning lessons from the recent past
- 7.2 How are our job roles affected, what opportunities can open up
- 7.3 Looking into the future
- 7.4 Preparing ourselves – what new skills / attitude do we need
- 7.4 Activity – Play with ChatGPT prompts

Part VIII. Conclusion – Enhanced Holistic Resilience

- Summary
- Action Plan: Prioritised list of steps to take
- Questions & Answers

There are two main features that make this course unmissable:

1. A comprehensive, science-based approach covering multiple facets of resilience.

So many aspects of our existence are intertwined and influence each other. We take into consideration all of these key facets using a scientific mindset. This is different from many other programs on this topic that touch upon only mental trauma or stress management in a silo.

2. The unique life journey of your workshop leader that equip him to dive deep on each aspect

With skills and qualifications as varied as finance & value investing to information technology to yoga & physical health to counselling prison inmates. This coupled with his breadth of experience in multiple countries gives him a special perspective on the challenges even the best of us face every day, and how to thrive in our modern environment.

We use tools such as Appreciative Inquiry (AI), Neuro-linguistic Programming (NLP), Cognitive Behavioural Therapy (CBT), Motivational Interviewing, and others to bring out the best in our participants. This is a strengths-based, solutions-oriented, energy-tapping, opportunities-aligned program offering.

There may be some discoveries and meditation on vital hard truths or uncomfortable facts, but with a huge amount of empathy for each individual in the room.

Let us have a deep-dive for your leaders and high potential executives over an hour or a day.

Who Should Attend

Leaders, high-potential executives, heads of departments, HR directors, project managers, supervisors, professionals, intrapreneurs (internal entrepreneurs within organisations), sales "rainmakers", creatives, technocrats, finance professionals and bankers.

About Your Facilitator Coach Sam Wadia



Coach Sam has over 15 years of training, facilitation, and people development experience.

He has delivered masterclasses, leadership facilitations, keynotes speeches, and intensive training workshops in the fields of business **strategy**, **communication**, corporate **finance**, and information **technology**, and essential life **skills**.

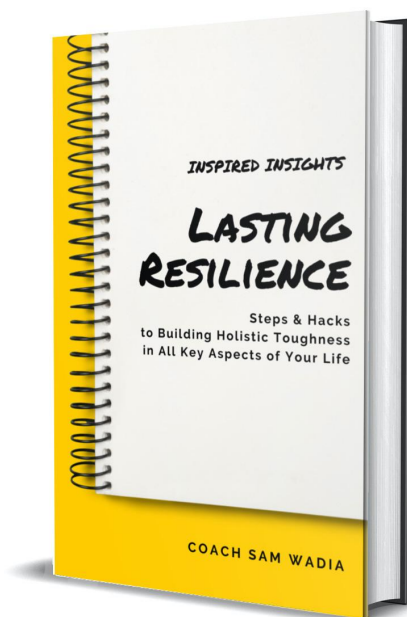
He spent almost a decade in the **wealth management** industry in Singapore where he guided high net worth families, professionals, and business owners to logically deploy their assets to achieve their most cherished life goals. He was able to observe first-hand the psychological, cognitive, philosophical, and human side of **decision-making** in these successful people – strategies that helped them, and **biases** that did not.

Sam Wadia has lectured as well as been a dissertation **mentor** to international Master's level students for the University of Wales in Singapore in the subject of investment valuation and portfolio analysis.

Coach Sam is the creator of the **6 Pillars of Holistic Resilience: Achieving More with Less** course.

Sam has earned a Master of Commerce (Banking and Finance) degree. He has also received the Certified Financial Planner (CFP), Chartered Financial Consultant (ChFC) and Advanced Certificate in Training and Assessment (ACTA) qualifications. He is a certified yoga teacher.

He is also a volunteer **counsellor with Singapore Prisons** since 2017 where he has guided inmates on discovering the immense power and potential to do good that we all have deep within us.



Coach Sam is the author of the book
“**Lasting Resilience: Steps & Hacks to Building Holistic Toughness in All Key Aspects of Your Life**”.

Some of Coach Sam's valued clients in Singapore and the region include:

Safra, Starhub, Citibank, University of Wales, Bombay Stock Exchange, Bayer, SINDA, Singapore Institute of Management (SIM), Weatherford, iFast Financial, Marcus Evans, Kaplan, AIG.



Some of the leading organisations that Coach Sam has delivered value to through training workshops, seminars, and regular coaching sessions.

marcusevans



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Institute of Singapore



PRIFYSGOL
CYMRU
UNIVERSITY
OF WALES



Testimonials from Empowered Participants

"Enjoyed every minute... Ideas that seemed complex are now crystal clear."

ST Tang

Senior Vice President, JP Morgan Chase

"Engaging experience with powerful lessons. Inspiring!"

Colin Choo

Associate Director, Real Estate, Propnex

"The stories were relevant, the action ideas were practical. The exercises in class using real data was the best... can't wait to apply them."

Gary De Souza

Manager - Risk & Control, Standard Chartered Bank

Modes of Learning Delivery

Training methodology includes interactive mini-lectures, group discussions, activities, games, short videos with debriefing to extract maximum learning & discoveries.

Course Materials Provided for Participants

- Selection of presentation slides shown in the course
- Summary notes
- Workbook

To book Coach Sam, please contact

Linkedin: www.linkedin.com/in/wadiaz

Website: www.coaching.com.sg

Email: sam@coaching.com.sg

Phone: +65 8126 5310