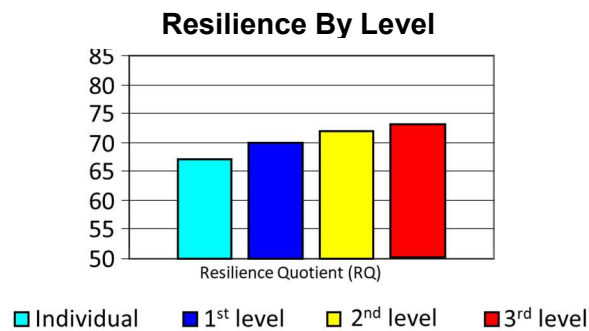




Leading Across The “Optimism & Resilience Gap”

Ever wonder why teams don't seem to be able to handle problems that their leaders find easy to solve? When people are giving excuses for why they can't meet their objectives, why are their leaders scratching their heads trying to figure out why? Chances are, you've run into the 'Optimism & Resilience Gap'. Leading across this gap has become a critical success factor in the 21st century corporate environment. So, why does the gap exist?

The higher you go in an organization, the more resilient and optimistic people tend to be. (See figure below.) This is because resilience and optimism are precisely the qualities that advance careers and get you promoted. But this creates a problem. Optimistic managers and executives are trying to lead their relatively less optimistic – and often pessimistic – staff.



The result is many lower-level employees perceive their managers to be overly optimistic and unrealistic. They dismiss their directives, goals, and missions as unattainable and so do not work towards achieving them.

The fact is that the very competencies that launch successful people into leadership positions – optimism, accountability and perseverance – may be missing in those they lead, especially as you drill further down in the organization. Reaching across these two very different views of the world to foster optimism, independent thinking, and perseverance, may be the key to achieving superior results in your organization, especially during challenging times.

In this 3 hour session, you will learn why the Optimism & Resilience Gap exists, and what you can do about it. Whether you are a leader, a team member, or an HR Business Partner, we will equip you with a set of skills and an action plan to reduce or even eliminate the gap that is likely at the root of any change resistance in the organization.

Adaptiv Learning Systems

150 N. Radnor Chester Rd., Suite F200, Radnor, PA 1907

Tel: 610.768.2880 • Fax: 610.768.2881

Email: info@adaptivlearning.com • www.adaptivlearning.com