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# “CREATING A CULTURE OF RESILIENCE – LEADING BY EXAMPLE”

A major Australian technology company assesses the physiological resilience of their executives. Supporting behavior change in leaders and their teams with benefits for the entire organization.

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- The organization is under immense pressure to deliver a major project under tight deadlines. In addition, employees face many operational challenges and organizational changes. Due to the enormity of the challenges faced by employees the organization recognized the need to invest in the resilience and wellbeing of their people, their most valuable resource.
  - Approximately 50 executive leaders took part in a program designed to enhance physiological recovery, resilience and performance. Each participant undertook a Firstbeat Assessment providing personalized physiological insights into stress reactions, recovery activities, sleep and resilience. The assessment included 3-day heart rate variance monitoring and a one to one debrief and coaching session with a health professional. Following the assessment, a group resilience workshop was delivered where participants learned more about the relationship between recovery, resilience and performance, and the most effective evidence based strategies to achieve personal performance.
  - Through this experience executive leaders gained valuable personal insight into the relationship between behavior and physiological resilience. As a direct result of the program leaders committed not only to individual strategies to enhance their own resilience but also to behaviors and work practices that positively impact the resilience and wellbeing of their teams. The Executive Committee implemented strategies to ensure adequate recovery and optimal energy management during important meetings where critical decisions are made. Executives involved in these meetings have noticed significant improvements in energy, concentration, efficiency and productivity as a result.
  - The program has created a real buzz throughout the organization and staff feedback was overwhelmingly positive. The organization have found the program invaluable and as such are seeking to repeat the program annually.
- A major Australian technology company**
    - Approx. 5,000 employees
    - High pressure environment, working on complex projects with tight deadlines.
    - Approx. 50 executive leaders undertook the Firstbeat Assessment in combination with group resilience workshops.
    - As a direct result, leaders implemented strategies to enhance their own resilience as well as introducing work practices that positively impact the resilience and wellbeing of their teams.