

# RESILIENCY RESULTS



A Product of Change Results Consulting

## More Than Ever Before, Resiliency is a Critical Organizational and Individual Competency.

With the tools in the RESILIENCY RESULTS suite (U.S. Trademark Pending), you can:

- Re-focus the organization after a downsizing or other major organizational change
- Screen and interview candidates to understand their levels of resiliency
- Use our Leadership Encouragers to identify and develop the leadership behaviors that reinforce resiliency
- Use our Leadership Discouragers to reduce the use of behaviors that rescue employees from responsibility
- Lead the next generation of employees who will need resiliency as a core competency
- Create new business opportunities from change and uncertainty by increasing your organization's ability to capitalize on the unexpected.

Resilient organizations are more innovative and better able to navigate the sudden turns and setbacks of tough and uncertain times. Resiliency increases results and will create a competitive edge for your organization.

Resilient employees bounce back from setbacks and focus on what can be done rather than on what cannot. As companies navigate the rough rapids of the environment businesses face today, resiliency becomes a differentiator and a predictor of the companies that will survive and thrive.

To help our clients meet the demands in today's business climate, Change Results has recently launched RESILIENCY RESULTS (U.S. Trademark pending). This comprehensive toolkit is designed to help you select resilient employees, develop resiliency as a competency in individuals and teams, and build resiliency into your company's culture.

### Products Available Today

- *Resiliency Results for Teams* – a half-day, customized seminar that teaches managers how to assess, hire, and develop resilient employees and teams.
- *The Resiliency Results Team and Individual Assessments and Planning* – assessment tools for understanding strengths and development needs in the areas key to resiliency and for creating development strategies for addressing gaps.
- For Release in September 2009
  - *Resiliency Results for Leaders*
  - *Leadership Encouragers and Discouragers*
  - *How to Develop a Leadership Style that Reinforces Resiliency.*

Client companies interested in learning more about RESILIENCY RESULTS can contact their consultant or email us at [info@changeresults.com](mailto:info@changeresults.com).

