

Workplace Resilience

Your organisation. Improved.

workplace

Change and transformation are constant.

High performance organisations anticipate and manoeuvre skillfully from today's shape to tomorrow's, and the demands placed on individuals and teams to adapt are ever present.

"Resilience involves being able to withstand and overcome adversity and unpleasant or difficult events successfully and to be able to adapt to change and uncertainty."¹

Today's Leaders are asking us:

- How do I prepare for or rebuild after a major change in organisational direction or structure?
- How do I support my staff who deal with difficult tasks, unrelenting schedules or demanding customers?
- How can I support my people through constant change and uncertainty?

While we know that aspects of personality make some people appear more resilient than others, the truth is that individual resilience is dynamic – built or depleted depending on the environment and on how we understand and nurture it within ourselves and our teams.

Resilience can be grown.

Workplace resilience is about sustaining optimal business performance through change or adversity over the long-term.

Organisations who invest in building the resilience of their people and teams report smoother, faster and sustained change as a result of:

- reduced business disruption
- reduced change implementation time-frames
- improved staff engagement
- improved staff health and well-being
- improved ROI on change initiatives

We're here to help.

The team at Johnston & Goldsmith are accredited experts in measuring, developing & supporting the ongoing sustenance of individual, team and leader resilience in organisations.

We help our clients maintain optimal performance levels by supporting them with practical, evidence-based one on one and group solutions when their operating context is volatile, uncertain, complex or ambiguous.

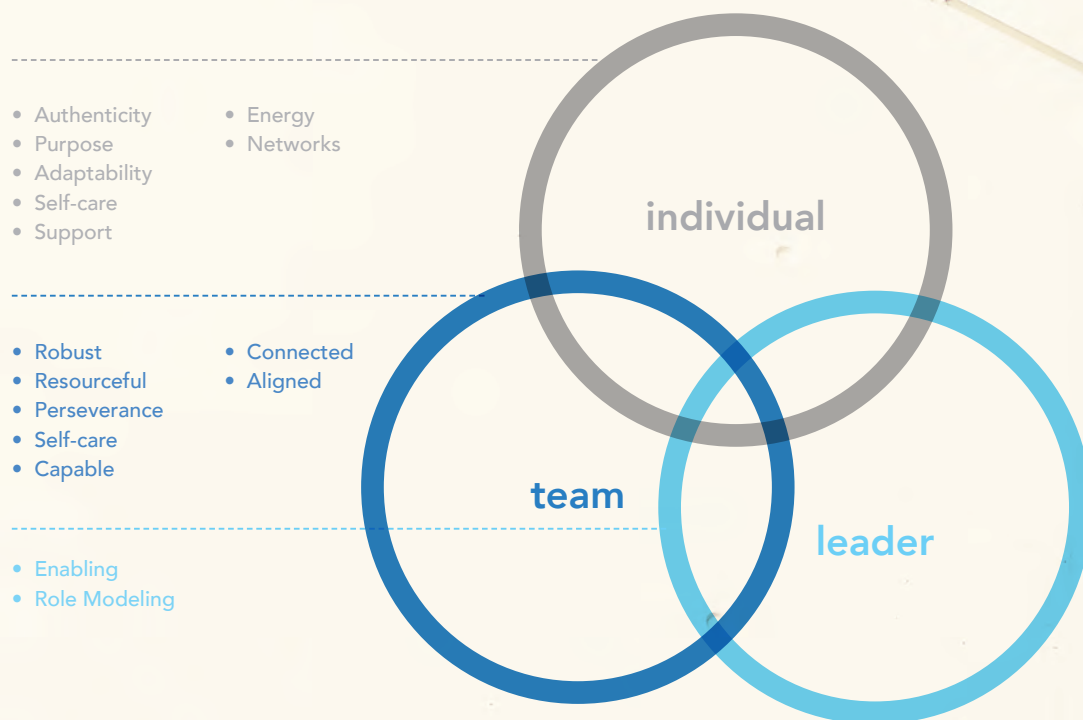
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resilience

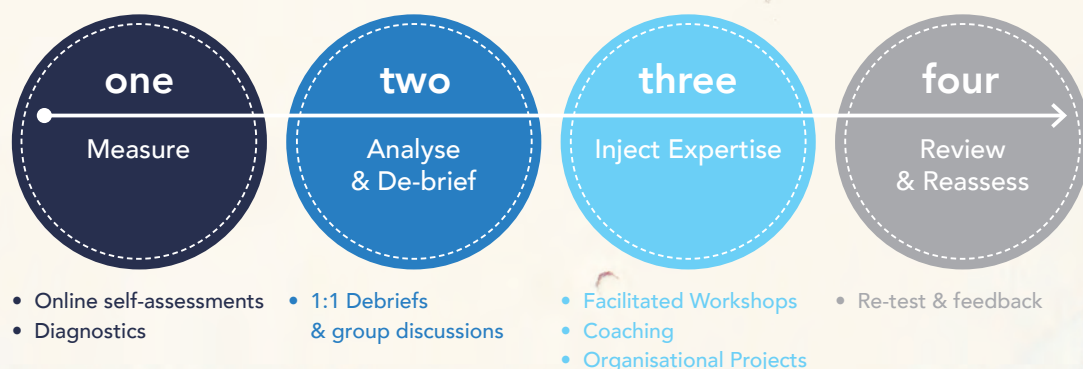
This is how we do it.

Resilience is a systemic idea. While it can be considered at a whole of organisation level, linked to enterprise risk and strategy, it also operates at an individual and group level – and a group of resilient individuals does not necessarily make a resilient team.

For these reasons, J&G work at multiple levels – individual, team and leader - to build overall workforce resilience and deliver maximum improvement in performance:



Working across individuals and teams, we collaborate with our clients to:



"Johnston & Goldsmith demonstrated outstanding change leadership and technical professionalism in all facets of the transformation effort. Their approach to program and project management ensured an ambitious program was delivered on time and within budget. Of particular importance in delivering these outcomes was their extensive experience base, analytical and conceptual skills and exceptional engagement and consultation skills."

*Executive Director,
Human Resources Department of Public Works and Housing*

Our commitment to a brighter future.

We are in demand because our contribution to strategy, organisational design and human behaviour have real business impact and our commitment to co-design builds internal capability to sustain change long beyond the term of our engagements.

To commence the journey that will help your people travel well through change and challenge, contact J&G directly for a complimentary and confidential consultation.

Let's talk.

Ask us for more information on:

Governance & Performance;
Organisational Reviews & Redesign;
Enterprise & Workforce Strategy;
Transformation & Change;
Executive Development & Search

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