

PROGRAM ELEMENTS

TITLE	Building Resilience in the Workforce
FORMAT	<ul style="list-style-type: none"> Virtual Masterclass
ELEMENTS	<ul style="list-style-type: none"> 2-hour session by Dr Marcus Ranney LIVE Polling and Q&A
OBJECTIVE	<ul style="list-style-type: none"> As the workforce globally grapples in fear and uncertainty, we have the opportunity to rise and meet this challenge. This session will help participants to better lead self and others through these challenging times by focusing on self-care and unlocking the power of the mind. This is the time to build resilience, enhance productivity and better manage stress for a thriving future.
WHO SHOULD ATTEND	<ul style="list-style-type: none"> CEO, Head of Compensation and Benefits, Head of HR Rewards Specialists, Rewards Professionals, Total Rewards Managers Wellbeing Professionals, Mental Health Experts, Counselors, Wellbeing Coaches Modern Workplace Reformists, Architects and Designers

THEMES FOR THE FICCI-THRIVE MASTERCLASS

Session Themes	Construct
Agenda & Introduction	<ul style="list-style-type: none"> Introduction to speaker Setting expectations for the next 2 hours Q&A to be open throughout the session. Moderator to pick up one question from the chat box every 15 minutes that will work well with the content and keep the dialogue going

Self-Care is not Selfish: “Put your own oxygen mask first”

During challenging times, it’s key to prioritize self to build resilience, support your immunity, enhance productivity, and boost creativity.

- **LIVE POLL: Self-Care -**
 - It’s difficult to find the time to make it a priority
 - Unsure of its impact on productivity at work and at home
 - Schedule at least one self-care activity a week
 - Make sure to incorporate self-care on a daily basis

- Understanding what self-care really means and why it’s not selfish but actually essential to take better care of those around us - colleagues, teams, family members, and friends, etc.
- **Self-care is key to our mental wellbeing** because more often than not, taking care of self takes a backseat while we are busy taking care of all other things we might be responsible for (project, kids, parents, pets, etc.)
- It’s important to realize that like any other habit, self-care might not come naturally to all. If you haven’t been taking out time for yourself on a regular basis, you may have to start by blocking time on your calendar to create time for self-care into your schedule
- In the next sections, we will look at science-backed theories, practices and Thriving Microsteps to help participants focus on building some of these self-care habits into their daily routines

SLEEP

- Identify your ideal sleep duration recommendations provided by the National Sleep Foundation, to better understand the impact of sleep on physical and emotional well-being
- **Thriving Microsteps** to improve sleep hygiene one step at a time. One example below:
 - **Before you get into bed, escort your devices out of your bedroom.**
Our phones are repositories of our anxieties and fears, especially in times of crisis and constant news updates. Disconnecting will help you sleep better, recharge, and reconnect to your most resilient self.

FUELING THE BODY

- Showcasing what our fuel should look like in terms of our intake of fruits & vegetables, wholegrains, water consumption, etc.

	<ul style="list-style-type: none"> ● Thriving Microsteps to improve the way participants focus on fueling their bodies one step at a time. One example below: <ul style="list-style-type: none"> ○ Drink a glass of water when you wake up in the morning. We wake up dehydrated, so before checking your phone or tackling your to-do list, make a point to hydrate and replenish what was lost while sleeping. It's a simple, refreshing way to start the day and fuel your body and mind for well-being and peak performance. <p>MOVEMENT/ EXERCISE</p> <ul style="list-style-type: none"> ● 'Sitting is the new smoking', especially in current times: Movement has been significantly reduced now because everyone is staying home more, so it's essential to inculcate some recovery time during the day ● Thriving Microsteps to incorporate some movement into our day. One example below: <ul style="list-style-type: none"> ○ Today, turn one of your regularly scheduled meetings into a virtual walking meeting. You and the other meetings attendees can go on walks in your respective neighborhoods (as long as you can maintain safe social distancing), and speak on the phone as you walk.
<p>Leading Self and Others to Unlock the Power of the Mind</p> <ul style="list-style-type: none"> ● Narrative focus 1: Focusing on Self ● Narrative focus 2: Lending an ear to those around you 	<p>We are living in extraordinary times of uncertainty, stress, anxiety and it's now more important than ever to tap into our inner wisdom to disconnect with our surroundings and reconnect with ourselves.</p> <p>LET'S ADDRESS STRESS, ONE STEP AT A TIME</p> <ul style="list-style-type: none"> ● <i>LIVE POLL:</i> <ul style="list-style-type: none"> ■ Current Stress Scores (Out of 10 where 10 stands for extremely stressed) ■ What are you most stressed about right now? (Word Cloud) ● In this session, we uncover the Human Stress Story with the Physiology of Stress and its impact on our body and mind ● Understanding what stress really means and differentiating between good stress (eustress) and bad stress (distress) ● Noticing signs in co-workers for stress and mental distress and ways to help those around you either by lending an ear or daily check in's or by sharing some of the Thriving Microsteps from this session to help them implement the same into their daily routines ● In the next section, we will look at some of the science-backed coping mechanisms to <i>unlock the power of the mind</i>

with strategies to build mental resilience and better manage stress

CHANGING PERSPECTIVES WITH REFRAMING

- You might often find yourself struggling critically in moments of high stress and *reacting* instead of *responding* in such moments. By altering our perspectives to bring in a fresh new context for our personal triggers to stress, even situations that we perceive to be difficult, become easier to navigate.
- *Reframing is about pausing to intentionally take in the world through a different lens - and to understand that we are all in the same storm, just different boats!*
- The key to reframing is to adopt a growth mindset and this can markedly increase our happiness, our productivity and focus
- *Thriving Microsteps* (one example below)
 - **When you're stressed or struggling, think of a specific time in your past when you overcame an obstacle.**
When you put your problems in perspective and remember that you've made it through challenges before, you'll feel more resilient so you can persevere through whatever you're facing now.

UNPLUGGING IN A DISTRACTED WORLD

- We are at a crossroads with technology. It allows us to do amazing things, stay connected even as we all stay indoors but at the same time, it has invaded every aspect of our lives. Understand the impact of tech of our Sleep and excessive usage can give rise to key emotional, mental and psychological issues
- How does technology affect the functions of our brain? Some key statistics to drive focus on how tech impacts our focus and productivity
- *Thriving Microsteps* to set boundaries with tech (one example below)
 - **Take a daily "tech time out" to improve your focus and reduce stress.**
Set aside time to step away from social media and email so you can truly connect with yourself and your loved ones.

CENTER YOURSELF WITH THE POWER YOUR BREATH

- Science has time and again proven ever-lasting benefits of meditation and how it can positively impact health, drive mental resilience, boost productivity
- Key statistics to showcase benefits and impact of meditation that will help you realise that stress never exists in the

moment but in the future and the past

- Quick meditation exercise to pause and breathe, to take in all the awareness from the session and practice intentional recovery
- **Thriving Microsteps** to build mindful habits (one example below)
 - **Focus on the rising and falling of your breath for ten seconds.**
Pausing several times a day to simply breathe allows you to feel less tense and more present in your life

*Post the session, participants will be encouraged to choose their personal microsteps to inculcate more sustainable habits for their physical and mental well-being, as well as, be role models of change for their teams and loved ones - **Promoting a Thriving future, for all.***

ONWARD. UPWARD. INWARD.