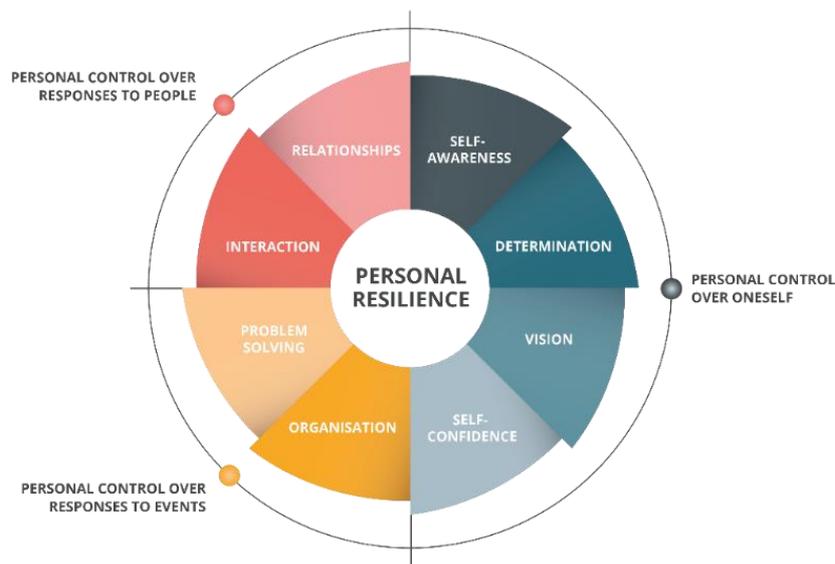


Train-the-Trainer Programme: Strengthening the foundations for Personal Resilience

This programme places personal resilience in the context of the workplace and explores the influences, techniques and approaches that help individuals develop and sustain personal control and resilience at work. Developed by leading psychologist Dr Derek Mowbray, our Personal Resilience programme covers elements to strengthen individual mental capacity – self-awareness, vision, determination and confidence, and elements that help with flexibility in solutions to challenges – as shown in our Personal Resilience Development Framework.



Our **Train-the-Trainer Programme** provides delegates (internal trainers and wellbeing champions, independent consultants, psychologists, HR and OH practitioners) with the training, resources, licences and confidence needed to deliver our powerful workshop in a variety of ways.

Strengthening Personal Resilience - programme content:

The purpose of this workshop is to strengthen resilience in individuals.

- Personal resilience and why it is important
- Theories and models of resilience
- The Four Pillars of Resilience
- The central characteristics of a resilient person
- Discover the degree of resilience that is already established in the individual (The RAQ40)
- Identify the threats and events of that impact daily working lives for which resilience is needed
- How to strengthen personal resilience
- How to embed the techniques and exercises into routine daily working lives
- Includes practical activities, habits and exercises to strengthen personal resilience.

Delegates go through the deliverable programme, the background thinking is explained; they deliver a short section of the programme and complete a written assessment. On successful completion, delegates apply to become licensed to deliver our material and questionnaires.

Outcome from these train-the-trainer programmes:

On successful completion, delegates will have:

- Accreditation to use the licenced material
- The grounding, knowledge and confidence to deliver this acclaimed programme
- Access for the term of the annual licence to resources and slides.

What's included:

- Comprehensive Facilitator's Guide containing all the background psychology and instructions for completing the exercises and slides
- Course plans for running one hour, 3 hour & 6 hour programmes
- Copies of Derek Mowbray's Guides to Personal Resilience
- Access to our in-depth eLearning Programme
- Email support is available

Delivery:

Delivery methods are flexible and include intensive 1-2-1 session or an in house programme for up to 6 people. The programme can be delivered on-line via Zoom or face to face.

Time Commitment for on-line delivery:

This varies according to the number of delegates. Guidelines are provided below:

For 1 or 2 delegates:	2 x TtT sessions of 3 hours each
For 4 delegates:	TtT Session 1: 3 hours, TtT Session 2: 1.5 hours, TtT Session 3: 3 hours
For 6 delegates:	TtT Session 1: 3 hours, TtT Session 2: 3 hours, TtT Session 3: 3 hours.
Individual work:	Pre-work: Personal Resilience e-learning 3 hours Micro-teaching prep: 1 hour (estimate) Written assessment: 2 hours (estimate)

What delegates say about our train-the-trainer programme:

"Excellent all the way through! All questions answered by phone or email and made me feel very reassured that I knew all I needed to know."

"Thank you for everything, the workshop was everything I wanted and much more. The group was really well balanced and we all supported each other and shared our knowledge."

"All very well written, clear and lots of background information, which will be useful. The slides are clear and uncluttered, have lots of visual stimulation for different types of learners and will form a good structure to delivering the course."

"Thoroughly enjoyable course and content which I think will be invaluable thank you very much!"

"I have found the whole subject and the way it has been delivered fascinating."

"The programme has revealed an entirely new way of looking at resilience for me. Apart from enabling me to deliver the contents to my work colleagues, it has been personally very helpful."

About the facilitator – **Ruth Brown** MA Cantab, PGCE



Ruth has been delivering mental health, resilience, parenting and safeguarding training since 2005, in the corporate, education, statutory and voluntary sectors, to both staff and volunteers, including line managers and senior leadership teams. Ruth is an expert group facilitator and a teacher of adults, who has been involved in training and facilitation in a wide range of contexts in the UK and overseas. She is particularly skilled at adapting her delivery style and content to different contexts and multi-cultural organisations.

Ruth's background is in volunteer management and adult education. Most of her career has been spent in the voluntary sector in training and education. She has also held many voluntary roles in charities and community organisations, including co-pastoring a local church for 15 years. Her experience of managing volunteers and staff has taught her the importance of developing a culture in which every individual is valued, motivated and able to positively contribute to the overall success of the organisation.

She became involved with MAS in 2017, when she was licensed to deliver the Strengthening Personal Resilience and Managers' Role in Resilience programmes. Since then, she has delivered many MAS Resilience programmes, both in-person and remotely, in her role as Training Manager for CPSL Mind, based in Cambridge.

In April 2021 Ruth became a freelance trainer and joined MAS to train new licensees to deliver the Resilience programmes. She is keen to promote good mental health and to equip people with the tools to look after their own psychological wellbeing and prevent mental health crises from occurring. She believes that the evidence-based resilience framework developed by Derek Mowbray is a practical tool to help individuals and teams to strengthen their resilience and to promote peak performance.

About the programme architect – **Dr Derek Mowbray**

BA., MSc., MSc(Econ)., PhD., DipPsych., CPsychol., CSci., FBPsS, FIHSCM., FISMA..



Derek Mowbray is a Chartered Psychologist and Chartered Scientist with a doctorate in leadership. With CEO experience in both public and private sectors, Derek has held various top leadership positions prior to focusing on helping organisations understand the link between psychological wellbeing and performance.

Derek specialises in the primary prevention of stress at work (a major inhibitor to performance) by focusing on elevating psychological wellbeing in the workforce. With a special interest in organisation health psychology, which aims to harmonise the relationship between organisations and their workforce, Derek's specialties are building organisation-wide positive work cultures, the performance related behaviour of leaders and managers in relation to their employees and strengthening mental resilience.

His work approaches and interventions are well recognised and adopted throughout the UK and internationally. Derek's mission is to create and sustain **'the workplace as a fabulous, high performing place to work'**.

Please contact us for further information on our programmes and services -
call 01242 241882 or email barbara.leigh@mas.org.uk