



Pandemic Resilience Program: Learning to Thrive Together Fall 2020



Inspire Hope



Empower Change



Drive Connection

Pandemic Fatigue Impacting Your Teams?

Covid-19 has accelerated many work trends and created compounding change, pressures and fear for many of us.

This can include:

- Working from home, and the overlap of our personal and professional life
- Major changes in **all** areas of life – work, family, safety, health, community
- Feeling isolated from others, even when we ARE together (#masks #social distancing)
- Fear for safety of self, loved ones and friends
- Taking on new roles and responsibilities (leading remotely, teaching kids)
- Compounded workload because clients are also in a place of fear and uncertainty
- Excitement for all the new innovation, but not sure how to absorb it

These challenges, along with pandemic fatigue, are very real. So at GVG, we created a turnkey, fast rollout program to help your team members personally deal with all of this change. It brings hands on, highly interactive applications using an audience specific approach. We want to help you not only survive, but thrive during this interesting time! And we make it very easy on your already overwhelmed HR and L&D professionals by providing communication and technology support as part of the roll out.

Pandemic Resilience Program

Objectives of Program

- Develop awareness and compassion for self and others during this time
- Build skills and tools for resilience during massive change
- Drive conversations around personal topics and challenges
- Re-enforce leader skills for the human based approach required to build trust and collaboration for team effectiveness



Unique Program Structure



All components are delivered live virtually using Zoom and managed by GVG facilitators

Holistic system includes leader specific preparation ahead of time, “all hands” large group interactive workshops and small group coaching roundtables



Group coaching provides practical applications of the topic to real problems brought up by the participants and includes wisdom and advice from each other

Growing Through Challenging Times

At GVG, our programs are rooted in psychology and research and based on how we grow and change as people.

Step 1 is always **Awareness**. If we don't know where we are now and where we want to go, it is hard to find the life or strategy we want to experience. **Pandemic Gifts and Challenges** creates awareness of our current situation and teaches strategies to move us forward.

Step 2 is **Choice**. Once we know where we want to go, we can make deliberate choices to build resilience, change behavior and choose our mindset. **Be Bamboo** focuses on building mental resilience muscles every day.

Step 3 is **Connection**. Creating a deliberate and collaborative state of work while building trust can be more difficult in the world of remote work and requires new skills for many of us. **#In-It-Together** explores psychological safety, stakeholder awareness and enhanced communication to drive greater links back to each other.



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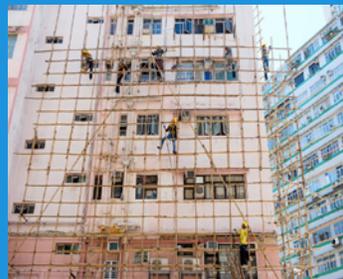
STEP 1 - AWARENESS

MODULE:
Pandemic Gifts and Challenges;
Navigating the New Norm



STEP 2 - CHOICE

MODULE:
Be Bamboo; Building Flexibility and
Strength in Times of Change



STEP 3 - CONNECT

MODULE:
#In-It-Together;
Developing Team Collaboration
and Stakeholder Trust

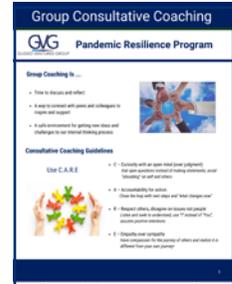
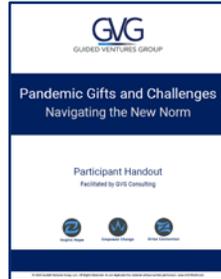


Optional Module

The "Connection Experience";
The Next Level in Customer Loyalty



Program Components



Leader Prep
for each
topic with
leader aid

Webinar
with Handout
(all team
members)

Small Group
Coaching Sessions
(approx. 10-15
people/session)

Potential Structure for a Given Topic

Week One:

Leader communication and virtual leader session to introduce topic and job aid and prepare leaders for content coming out the following week (use standing leader meetings where possible – approx. 30-45 minutes)

Week Two:

Virtual 60-minute “all hands” interactive workshops using polls, interactive chat activities and Q&A – Max 175 participants per session

Week Three / Four:

Leaders follow up in their weekly meeting with the team to discuss topics using job aids and their own notes from the workshop sessions

Small group coaching sessions with GVG facilitation are held. They can be optional first come, first serve or audience specific (i.e. leaders only). They can also be “intact” teams that work together or have the same function for deeper team bonding. Size depends on length. Ideal is 12 people registered for 75-90 minutes. 60 minutes is also ok with small group.

Module 1: Pandemic Gifts and Challenges; Navigating the “New Norm”

Identify trends that have been accelerated by the pandemic and how they bring both gifts and challenges to our lives. Develop personal strategies for moving through the cycle and working through all the convergence of changes during this time.



Module 2: Be Bamboo; Building Strength and Flexibility in Times of Change

Resilience and flexibility matter. Learn ways to build resilience in ourselves and how to increase the ability to absorb change more readily through use of techniques and strategies that raise our “future shock” tolerance level.



Module 3: #In-It-Together; Developing Team Collaboration and Stakeholder Trust

Recognize and develop skills for trust and creating an environment for psychological safety to support high performance teams. Understanding a collaborative model across all stakeholders drives value for all involved.



Optional: The “Connection Experience”; The Next Level in Customer Loyalty

Recognize the number one factor in customer loyalty comes from the emotions we invoke. And everyone is a customer! Develop strategies for building our skills in emotional intelligence and connection with others.



We are here to support you!

**Contact us for information on our
turnkey programs. These programs are developed
with ability to execute quickly and are roll out ready.**

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GVG Consulting specializes in strategy and team solutions for organizations who want to bring in more forward-thinking practices to drive results. Through highly customized consulting, workshops, and coaching, we combine newer research in motivation and human dynamics with “tried and true” strategy and leadership practices. We are your trusted guide in navigating the journey of growth for your organization.

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