

# The Resilience Accreditation Programme

**Unleash the power of resilience in your coaching**

A transformational virtual learning programme for coaches based on proven cutting-edge research used to create capacity for navigating uncertainty in healthy and effective ways.



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Transformational change will not happen without resilience. Of crucial importance is the understanding that those who are not coping cannot embrace change, even if they wish to: resilience boosting is required first. Understanding this is a game changer. //

**Jenny Campbell, CEO, The Resilience Dynamic®**

# Welcome

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**Resilience is your ability to adapt. The measure of your resilience is the measure of your capacity for change. Being resilient creates capacity for navigating uncertainty and complexity in healthy and effective ways.**

Enabling resilience is a strategic investment into both performance and wellbeing. Resilience acts like a buffer to the negative side of stress; in understanding and working with this, clients feel better and more resourceful. The upside of resilience is more energy, perspective, capacity and clearer focus on what is meaningful and motivating.

The more the demand for change, the more resilience your client needs. As a coach or organisational development lead, you will be in the middle of enabling change in others. But does change always happen for real? And if there is change, does it stick? Change often does not work out.

As a resilience practitioner, understanding your client's resilience level is the key to contracting well so that realistic expectations can be set; to pacing accordingly to the client's capacity; and enabling the client to effect a wholly resilient way of working and living. Resilience means that the work really does enable sticky change.

Resilience coaching extends good coaching. It is holistic, taking all the resilience factors of body and mind, of home and work, altogether. It is not just for tough and challenging stretches, or periods of complexity and pressure, but for all times.

Based on over ten years of research, the Resilience Accreditation Programme is accredited by the International Coaching Federation for 60 CCEUs and run in partnership with the Resilience Dynamic® and the AoEC. The lens of resilience magnifies how the whole person or team works together – or not - and using insights into the barriers and enablers for resilience, you will find the programme's theory and tools both simple and profound as you help clients get to the heart of wellbeing, adaptability and performance in straightforward and effective ways.



This is a deeply enriching programme both for you as a coach but also for your clients. Not only does it give you some really effective tools to support your coaching practice, but you join a community that is challenging and supportive. The faculty are truly inspiring with their gentle, knowledgeable and nurturing style that gives you space to reflect and be. //

**Rosie Ranganathan**



Short cycling VUCA circumstances are creating challenging environments not only the workplace, but also privately, at home, in sports clubs and also at socially. Resilience with help from the Resilience Dynamic® becomes something that can be reflected upon, learned, coached and practiced. This acquired appreciation and skill set obtained in the accreditation programme sets the foundation for coaches to accompany individuals, teams and organisations on the way to increased performance and improved well-being at the same time. The perfect approach for the world today. //

**Andrew Blair**

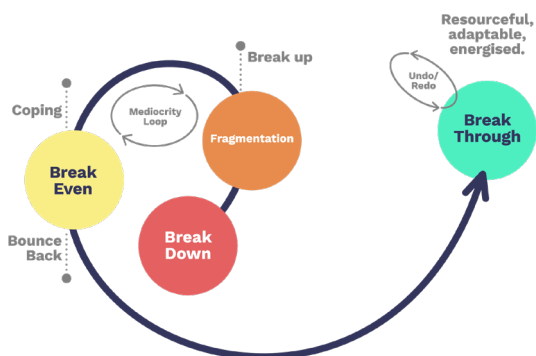
# About the Resilience Dynamic®

The Resilience Dynamic® has been researching this area since 2007 and in that time its understanding of research methods has grown and developed. As real-world practitioners in the field of executive coaching and leadership development, Jenny Campbell and her team, have taken a pragmatic approach whilst maintaining rigour in their methodology. Their cutting-edge research is grounded in real-world practicality.

The Resilience Accreditation Programme enables experienced coaches and organisational development practitioners to become accredited in the use of the Resilience Dynamic® research models and tools. On successful pass, you are licenced to use the Resilience Dynamic® research models and tools in your own practice.

This licence grants complete flexibility in how you can use the Resilience Dynamic® materials and they can be shared via coaching, workshops or embedded into leadership programmes.

Building resilience means honing the skills of adapting which rely on a healthy mind and body. Tailoring your approach to different resilience levels will create much higher impact and helps organisations embed resilience skills in an easy and sustainable manner.

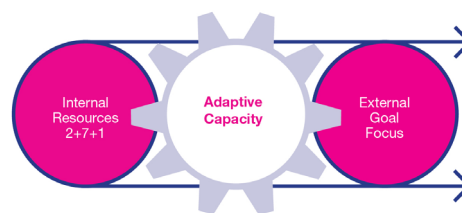


## The Resilience Dynamic®

The Resilience Dynamic® is the first model from the Resilience Dynamic's® research and illustrates the nature of resilience, how different states of resilience relate and the implications for stress, performance and change. The model shows that there is a contiguous relationship between three states of resilience – Breakdown, Breakeven and Breakthrough. The Resilience Dynamic® illustrates core research findings that are not reflected in other resilience practices: that resilience is dynamic, and what you need for resilience boosting differs substantially, depending on your resilience right now.

The Resilience Accreditation Programme uses this model as the overarching 'map' of resilience throughout all your client practice work, continually coming back to it to help ground your practice in the reality of the client's resilience level today, and therefore what the work of the coaching needs to include.

## The Resilience Engine



The Resilience Dynamic® model is the second model from the research and shows how you build resilience. The model illustrates the integrative aspects of the core building blocks of resilience, and how these come together uniquely for each person.

Applying the thinking of the Resilience Dynamic® will allow you to understand and work with complex situations that your clients face. These include being chronically stressed or stuck in patterns of 'Bounceback'. Together with The Resilience Dynamic® model, the work of resilience reveals the connection between client behaviours and the underlying resilience barriers they experience. This connection means you can work on more fundamental areas that are transformative for your client.



Our resilience is rooted in our beliefs, our character, our experience and our values. Most critically it is fostered in our habits in relation to both mindset and behaviour. //

**Professor George Kohlrieser,**  
Distinguished Professor of Leadership  
and Organizational Behaviour, IMD

# The Benefits

## Benefits of The Resilience Accreditation Programme

This programme offers some of the most in-depth and rigorous learning within the profession. Focusing on how to work with all levels of the Resilience Dynamic® the programme integrates working on both performance and wellbeing coherently. To be successful in the programme participants need to demonstrate they qualify as a safe pair of hands capable of supporting and challenging clients at all resilience levels whether they are struggling or thriving.

Participants will better enable the client to feel psychologically safe enough to confidently explore, understand and experiment with the conditions for their own resilience to thrive, increase energy and innovate. In addition, coaches will also benefit from developing the skills and attitudes to shifting the barriers to their own resilience.

At Individual Level	At Organisational Level
Reduces stress, anxiety and burnout	Reduces absenteeism and supports wellbeing strategies
Builds adaptability for change	Helps employees implement successful strategies to manage risk, complexity and change
Fosters capacity for new thinking and learning	Provides employees with the space to reflect, learn, innovate and increase agility
Supports and promotes whole person wellbeing	Supports employees practically in how to minimise the resilience drain and maximise their wellbeing
Restores and improves confidence	Provides better/faster decision making; increases risk management capability
Enhances performance levels	Releases and extends capacity for quality thinking and action
Increases engagement	Aligns more clearly employees to organisation's purpose



An excellent programme. In particular because before accreditation can be awarded, candidates also need to demonstrate how they are applying resilience practices into their own lives. This is one of the most useful programmes I have ever attended and has impacted my professional practice and my personal life in many positive ways. //

**Louise Schubert**

# Who is this qualification for?

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The course is aimed at experienced, regularly practicing internal or external coaches or OD professionals who:

- Have achieved coaching competency or equivalent (i.e. qualification and evidenced experience) at ICF ACC level, EMCC Practitioner level or AC Accredited Coach level as a minimum
  - Understands the impact of leader, team and individual resilience on organisational success, adopting a coaching approach to supporting leaders and managers in their resilience, and holding, an interest in how to further increase resilience of individuals, teams and organisations
- AND/OR**
- Has 3+ years minimum experience of working in organisations supporting leadership development and change programmes, as an internal or external coach, consultant or facilitator

As the programme attracts 60 ICF CCEUs it is ideal for those who are working towards PCC or MCC level with the International Coaching Federation, or who are renewing their PCC or MCC accreditations.

In 2023 the Resilience Accreditation programme will be delivered virtually. It is therefore open to anyone regardless of international location (UK time zone).

## Accreditation

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The successful completion of this programme will grant you a three-year renewable licence to use the Resilience Dynamic® research models and tools.

Participants will also be invited to join the Resilience Dynamic® Community of Practice, an active group who support one another and share best practice in resilience coaching.

The Resilience Accreditation Programme is an 80-hour programme and is accredited with the International Coaching Federation (ICF) for **60 CCEUs** (Continuing Coach Education Units). These 60 hours are broken down into 20.5 synchronous hours and 39.5 asynchronous hours.



# Overview of Modules and Learning Outcomes

The eight-month long programme is delivered over five modules and provides a rich, highly practical, and multifaceted learning experience.

## Pre-Programme Work

Participants will be required to read the course's Overview of Resilience paper, Licencing FAQs, complete the Energy Tracker Diagnostic and watch two short videos before commencing Module 1.

## Module 1 - What is Resilience?

Will introduce you to what resilience is and explore its relationship to coaching, introducing the Resilience Dynamic® model.

### By the end of this module you will have:

- Explored what resilience is and is not
- Understand resilience through different systems – individual, family, client, organisation
- Examined your own resilience levels using the Resilience River® and Resilience Dynamic®
- Looked at stress, control and change on the Resilience Dynamic®
- Considered the importance of ethics in resilience coaching

## Module 2 - Explore Resilience

Explores the relationship between resilience, stress and wellbeing, and looks in detail at the top barriers and enablers for resilience.

### By the end of the module you will have:

- Examined stress and your own awareness
- Studied the top three barriers and their implications for your client's capacity
- Explored the top resilience enablers of Being and Energy
- Be ready to start client work

## Post Module 1 Follow-Up

Participants will be required to watch a resilience ethics video to evoke deeper awareness around ethical issues and dilemmas and capture their key learnings from the first workshop. Participants will also need to study ethical framework case studies in small groups.

## Module 3 - Accreditation Basics

Looks at the programme's main elements, key client practice requirements, the accreditation criteria and self-assessment against the criteria.

### By the end of the module you will have:

- Understood the criteria for successful pass of the programme
- Set a plan for your own resilience development against an initial self-assessment exercise
- Become more confident on what you can already draw on for resilience coaching

## Module 4 - How to Build Resilience

Builds awareness of your own resilience levels and how to use the Resilience Dynamic® model in-depth to diagnose own and client resilience levels.

### By the end of the module you will have:

- Gained an understanding of the key foundations for resilience in self and clients
- Experienced the Resilience Dynamic® research model and its component parts in coaching practise
- Worked with a more extended evidenced based set of barriers to resilience
- Have used the Resilience Dynamic® and Resilience Dynamic® together to connect into the client's resilience levels, and where the resilience coaching work is

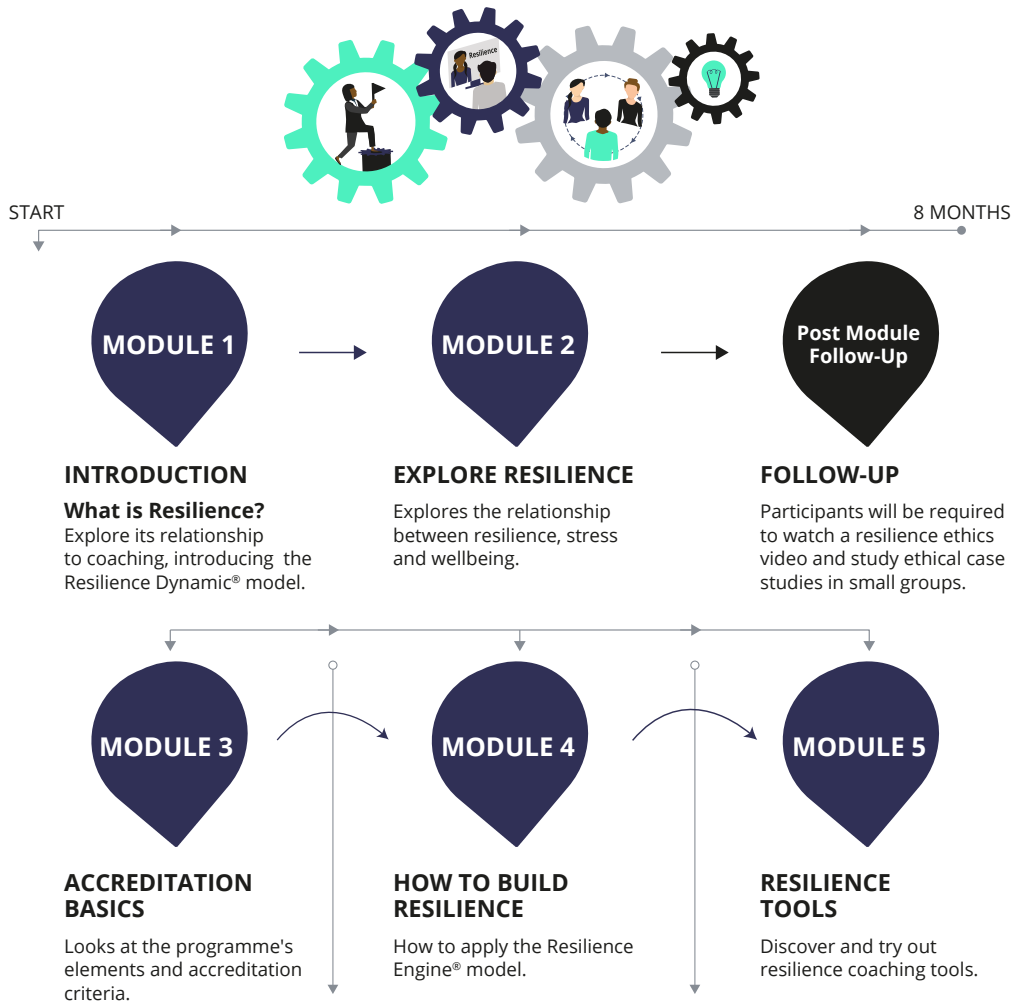
## Module 5 - Resilience Tools

Focuses on resilience coaching tools, to support enabling more complex aspects of resilience: learning and purpose.

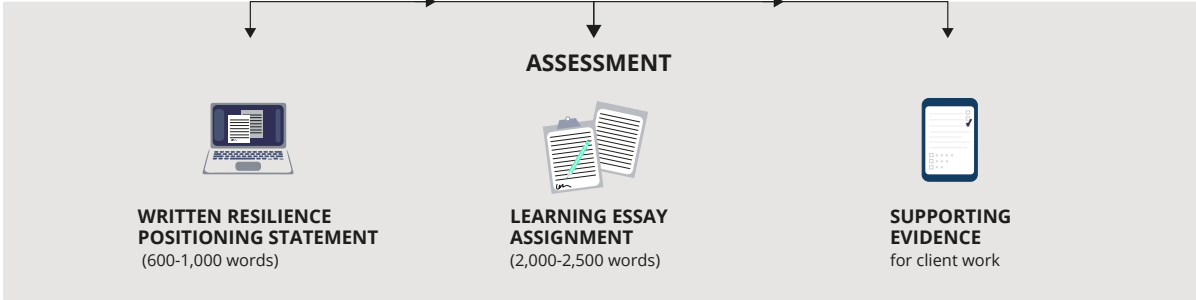
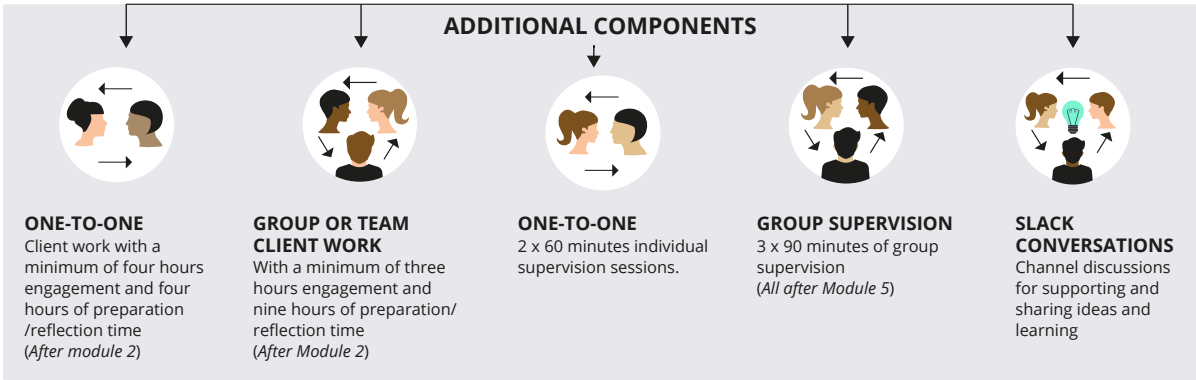
### By the end of the module you will have:

- Looked in depth at being present in the moment to self and for the client
- Been introduced to the Energy Battery® tool
- Gained an understanding of how to apply Learning and Purpose work as key enablers of resilience and wellbeing
- Integrated your learning including dominant start points, ethics and client safety

# Resilience Accreditation Programme



\*PARTICIPANTS WILL BE REQUIRED TO WATCH THE RESILIENCE NUANCES VIDEO; CAPTURE KEY LEARNINGS, COMPLETE COACHING PRACTISE USING THE ENERGY BATTERY®, AND KEEP A LOG OF LEARNING REFLECTION.





# Additional Programme Components

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Participants will be required to watch the Resilience Nuances video and capture their key learnings as well as complete coaching practise using the Energy Battery® and keep a log of their learning reflections.

To become fully accredited, participants are also required to undertake:

- One-to-one client work with a minimum of four hours engagement and four hours of preparation/reflection time
- Group or team client work with a minimum of three hours engagement and nine hours of preparation/reflection time
- Two hours of individual supervision
- 3 x 90 minutes of group supervision
- Written Resilience Positioning Statement (600-1,000 words)
- Learning essay assignment (2,000-2,500 words)



I really like the fact that the Resilience Dynamic® model takes into account all the complexity and uniqueness of individuals. There are many possibilities to explore using the model and many different routes to improved resilience, which is an achievable goal for everyone, no matter where their resilience currently is. //

**Charlotte Hitchings**



The programme has been a real eye opener for me. No one has integrated the most recent findings about resilience so masterfully as The Resilience Dynamic® has done. The result is a holistic approach based on solid research. The Resilience Dynamic® offers plenty of tools that resonate with clients. The programme has challenged me to take my own resilience seriously. I recommend the programme to coaches who wish to support their clients to have a more balanced and productive life. //

**Rudi Kindts, Partner and Certified Integral Coach™**

# Faculty

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## Alison Kane

– Faculty

Alison is an executive and leadership coach with a background in the oil industry. She works with leaders and teams across all sectors to transform performance. Alison believes that resilient leaders support resilience in themselves, their followers and organisations, and that resilience makes lives happier, stronger and more productive. In both her coaching work, and in delivering The Resilience Dynamic® models and tools, she is passionate about making resilience real for everyone.



## Jenny Campbell

– Academic Director and Founder of the Resilience Dynamic®

Resilience and executive coaching go hand in hand, providing rigorously researched insights together with tools and techniques for enabling the development of resilience in others. Jenny is dedicated to furthering our understanding of resilience in order to create the highest healthy and sustainable success possible. This is for individuals, teams, organisations, and more recently, communities. Her primary aim is to make the incredible ‘deep and simple’ findings of her research accessible by all.



## Anne Archer

– Faculty

Anne’s passion is to shift perspective in mental health at work. We all deserve to thrive, and her approach is whole person, whole life. She has a unique portfolio where she can address people in deep crisis to executives who want a bit more capacity in a full and rich life. This perspective is enabling in how Anne works with clients. Her greatest satisfactions come from seeing individuals grow in their capacity to thrive in life and for organisations to create the environment where to thrive is normal.



## Rebecca Walker

– Faculty

Rebecca is a leadership coach and works globally with organisations, teams and individuals across a range of sectors. She works with executives and aspiring leaders to develop and transform their leadership performance, resilience and confidence. With over 20 years in corporate communications for clients such as BT, Barclays, Novartis, Legal & General, Olswang, Rebecca is experienced in developing and delivering programmes for managers and leaders on leadership, dynamic teams and resilience.



The course has been a very enjoyable learning experience from start to finish. We were encouraged to work closely with our cohort group, co-coaching and supporting each other, I found this incredibly beneficial and rewarding. I learnt so much about myself and was guided into how to manage my own resilience, which has made me a much more competent and effective coach in all the work I do. Jenny, Anne and Alison bring a wealth of knowledge and experience to the sessions that encouraged me to think differently and challenge myself much more than I was expecting. I would recommend this course to any coach hoping to develop both their coaching skills but also themselves. //

**Diane Williams**

# When Can I start?

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To apply for a place or to discuss the programme in more detail, please contact Mandy Golley, programme manager, in any of the following methods:

Email: [mandy.golley@aoec.com](mailto:mandy.golley@aoec.com)

Telephone: +44 (0) 20 7127 5125

## 2023 Programme dates

Module	Dates and times	
1 - What is Resilience?	Module 1 - 7 February	09.30 – 13.00 GMT
2 - Explore Resilience	Module 2 - 21 February	09.30 – 13.00 GMT
3 - Accreditation Basics	Module 3 - 28 February	09.30 – 11.00 GMT
Slack Q&A	14th March	09.30 – 10.30 GMT
4 - How to Build Resilience	Module 4 - 21 March	09.30 – 13.00 GMT
5 - Resilience Tools	Module 5 - 28 March	09.30 – 13.00 BST
Guest Faculty	18 April	09.30 – 11.00 BST
Supervision	25 April, 16 May & 20 June	09.30 – 11.00 BST
Submission	End of June / End of August	
Licences granted	October	

## Where

This programme is available virtually using Zoom.

## Pricing

The Programme Fees are **£2,950 + VAT**.

The programme fee must be paid in advance of the programme starting.

## How do I apply?

To apply for this programme, please complete an application form at [www.aoec.com/programmes/resilience-accreditation-programme/](http://www.aoec.com/programmes/resilience-accreditation-programme/)



The Resilience Dynamic® is a fantastic tool to give a message that can be quite complicated. I found it really incredible having all these coaches from all different backgrounds working in with different sort of clients with the same approach to resilience. //

**Kate Rees, Individual & team coach,**  
Kate Rees Coaching Ltd



The experience I got through the programme helped me to feel more confident about the way I work – to be present with the client and hold a platform where the work of the client and the coach takes place safely and effectively and to forget about worrying what the result should be. It helped me to further acknowledge the power of letting go and trusting the client, the relationship and the power of being present. //

**Ayşe Buyçe Tarhan**  
abt consulting



For information on other AoEC programmes contact:  
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