

Resilience in Action



4-Session Programme for Teams Under Pressure

A structured, facilitated programme that helps teams navigate sustained pressure, uncertainty, and change through practical tools, shared language, and collective agreements.

Periods of sustained pressure don't just affect how people feel. They affect how people think, communicate, and work together. Even capable, experienced teams can find that clarity narrows, communication shortens, and perspectives shrink when pressure is relentless and there is no obvious way through.

Resilience in Action is a 4-session programme designed to build genuine capacity, for individuals and teams, to function well when it matters most.

Rather than offering stress management tips, wellbeing interventions, or resilience platitudes, the programme provides a practical, evidence-based framework that supports clearer thinking, better communication, and sustainable ways of working together under pressure.

Participants engage in structured reflection using a 52-card methodology and leave with practical tools, shared language, and concrete agreements they can use immediately and ongoing.

How the Programme Works

The programme uses structured reflection supported by a 52-card deck. The cards introduce an element of randomness that helps interrupt habitual thinking patterns, surface diverse perspectives, and open up new ways of seeing familiar challenges. This approach supports insight without directing outcomes or diagnosing individuals.

The programme is:

Non-directive – participants generate their own insights, not given advice

Non-diagnostic – no assessment, labelling, or analysis of individuals

Team-focused – builds shared understanding and collective agreements

Professionally grounded – focused on thinking, communication, and sustainable practice

The emphasis remains on building practical capacity rather than processing emotions or solving specific problems.

Programme Structure

Session 1: Pressure, Thinking & Performance

Understanding how sustained pressure affects the brain, decision-making, and perspective. Participants leave with a framework for recognising pressure responses and practical orientation tools.

Session 2: Individual Strengths Under Pressure

Exploring personal patterns, preferences, and regulation strategies. Participants leave with self-awareness tools and practical approaches for maintaining clarity under pressure.

Session 3: Team Dynamics & Communication

Building shared language, accessing diverse perspectives, and identifying what voices might be missing. Participants leave with a common vocabulary and appreciation of different viewpoints.

Session 4: Practical Agreements & Moving Forward

Creating concrete commitments, encoding learning through shared stories, and establishing sustainable practices. Participants leave with team agreements and ongoing tools.

Format

Duration: 4 × 90 minutes

Delivery: Virtual, face-to-face, or hybrid

Group size: 8–16 participants

Spacing: Typically weekly or fortnightly

Materials: 52-card deck and participant resources included

Who It's For

This programme is suitable for:

Teams experiencing sustained pressure, demand, or uncertainty

Leadership teams navigating organisational change

Teams needing to reset communication and ways of working

Cross-functional groups working through complexity together

Any team that needs space to step back, reflect, and realign

It is particularly relevant for healthcare, education, social care, emergency services, and any sector where pressure is constant and clear thinking is essential.

The programme does not position participants as struggling or needing intervention. It is designed for capable teams who want to build capacity to function even better under pressure.

Learning Outcomes

Participants will:

Understand how pressure affects thinking, communication, and team dynamics

Develop practical strategies for maintaining clarity under pressure

Build shared vocabulary for communicating about pressure and support

Appreciate diverse perspectives and identify blind spots

Create concrete agreements for sustainable ways of working together

Leave with tools (including the card deck) for ongoing use

Why This Approach

Many workplace programmes focus on individual stress management, wellbeing tips, or generic resilience skills. Resilience in Action takes a different approach. It recognises that under sustained pressure, teams don't just need individual coping strategies; they need shared understanding, common language, and practical agreements about how they'll work together.

This programme provides that foundation, in a format that feels professional, practical, and immediately applicable.

Key References

This work is informed by established research in neuroscience, reflective practice, psychological safety, decision-making under uncertainty, and coaching psychology, including the work of Barrett, Porges, Rock, Friston, Edmondson, Schön, Moon, Kolb, Kahneman, Klein, Grant, and Cooperrider.

Programme Options

| <i>Option</i> | <i>Description</i> |
|----------------|--|
| Full Programme | 4 × 90-minute sessions for teams of 8–16 |
| Intensive Day | Full programme condensed to one day (face-to-face) |
| Taster Webinar | 1-hour introduction: "Leading Through Uncertainty" |

All options available virtual or face-to-face. Card decks and participant materials included.

For dates, bookings, or organisational enquiries:

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