

LEADING THROUGH RESILIENCE AND AGILITY



GENTEX[®]
TRAINING CENTER



Introduction

Uncertainty has become a permanent condition of organisational life, and leaders must respond without losing direction. The Leading Through Resilience and Agility Training Course builds both capacities together. Participants examine how to adapt plans quickly, absorb setbacks without losing momentum, and keep teams steady through repeated change. Furthermore, the programme covers decision making with incomplete information, team wellbeing, coaching, and conflict during transition. Delivered by Gentex Training Center over five days, this programme suits managers, team leaders, and senior professionals. As a result, participants lead confidently through disruption and protect both performance and people.

Leading Through Resilience and Agility Course Objectives

- Explain resilience, agility, and their combined effect on leadership performance.
- Apply Agile principles and iterative delivery concepts to leadership practice.
- Use the VUCA framework to assess and respond to volatile situations.
- Apply self-regulation techniques during setbacks, crisis, and sustained pressure.
- Use cognitive reframing and the ABC model to reinterpret difficult events.
- Apply the stress-performance curve to manage personal and team load.
- Coach team members using the GROW model and Situational Leadership.
- Lead teams through the emotional cycle of change and change fatigue.
- Manage conflict during transition with the Thomas-Kilmann Instrument.
- Build resilience habits, psychological safety, and sustainable ways of working.

Course Methodology

- Interactive sessions combining resilience research and agile practice.

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- Leadership simulations with structured peer observation and feedback.
- Resilience and stress-management exercises with reflective practice.
- Role-plays covering ambiguity, coaching, and difficult conversations.
- Case studies of organisational disruption and leadership recovery.
- Action planning with a 90-day integrated resilience and agility plan.

Who Should Take This Course

- Managers and department heads leading through uncertainty.
- Team leaders in agile and hybrid operating environments.
- Project and programme managers navigating change.
- Senior professionals taking on people leadership.
- Human resources and organisational development professionals.
- Executives sponsoring transformation and restructuring.
- Leaders responsible for team wellbeing and continuity.

Leading Through Resilience and Agility Course Outlines

Day 1: Resilience and Agility Explained

- Defining resilience, agility, and adaptive capacity.
- The VUCA framework: volatility, uncertainty, complexity, ambiguity.
- Agile principles and iterative ways of working.
- Resilient leadership research and the stress-performance curve.
- Ambidextrous leadership: stability and change together.
- Common leadership failure patterns under pressure.
- Self-assessment: personal resilience and agility profile.





Day 2: Thinking Clearly Under Pressure

- Recognising personal triggers during disruption.
- Physical stress signals and early warning indicators.
- Self-regulation techniques: breathing, pausing, and the six-second rule.
- Cognitive reframing with the ABC model.
- Decision making with incomplete information.
- Managing fear, frustration, and decision fatigue.
- Practice: a personal trigger and response map.

Day 3: Adaptive Planning and Execution

- Iterative planning cycles and short-horizon goals.
- Scenario planning and contingency thinking.
- Prioritisation with the Eisenhower Matrix under shifting demands.
- Rapid experimentation and learning loops.
- Adjusting plans without losing strategic direction.
- Communicating plan changes clearly and honestly.
- Practice: redesigning a disrupted plan.

Day 4: Teams, Coaching, and Wellbeing

- Situational Leadership across team maturity levels.
- Coaching with the GROW model during uncertainty.
- Building psychological safety and productive candour.
- Emotional contagion and team mood management.
- Recognising burnout and compassion fatigue signals.

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- Workload realism and sustainable pace.
- Role-play: a coaching conversation with a struggling team member.

Day 5: Conflict, Change, and Action Planning

- Sources of conflict during organisational transition.
- Conflict handling with the Thomas-Kilmann Instrument.
- Leading through the emotional cycle of change.
- Rebuilding momentum after setbacks or failure.
- Measuring resilience and agility with practical indicators.
- Building a 90-day resilience and agility plan.
- Final practice, peer review, and course consolidation.

Conclusion

By successfully completing the Leading Through Resilience and Agility Training Course, participants will have acquired practical knowledge of the VUCA framework, agile planning cycles, self-regulation techniques, the ABC reframing model, the GROW coaching model, and conflict management during transition. In addition, they will lead with composure through sustained uncertainty. Gentex Training Center delivers this programme through leadership simulations and structured reflection, so participants apply their new knowledge immediately.

FAQs





Q1 What is the "Leading Through Resilience and Agility" course about?

The course develops the capacity to lead effectively under continuous change. It covers resilience principles, the VUCA framework, agile planning, self-regulation under pressure, coaching, team wellbeing, and conflict management during transition.

Q2 What are the key benefits of the "Leading Through Resilience and Agility" course?

Participants respond to disruption faster without losing strategic direction, and they recover from setbacks with less cost to morale. Furthermore, they protect their teams from burnout and keep delivery steady. As a result, their organisations absorb change more effectively.

Q3 What skills will I gain from the "Leading Through Resilience and Agility" course?

Participants gain agile leadership and adaptive planning, self-regulation and resilience building, coaching and team wellbeing support, and conflict management during change. These four skills combine to sustain leadership performance through uncertainty.

Q4 What tools, methods, or standards are covered in the "Leading Through Resilience and Agility" course?

The programme uses the VUCA framework, Agile principles and iterative planning cycles, scenario planning methods, the Eisenhower Matrix, the ABC reframing model, the six-second rule, the stress-performance curve, the Situational Leadership model, the GROW coaching model, the Thomas-Kilmann Conflict Mode Instrument, and burnout and compassion fatigue indicators.



Q5 How is the "Leading Through Resilience and Agility" course applied in real-world practice?

Leaders apply it when responding to a sudden market shift, restructuring a team, managing a failed initiative, sustaining a long transformation, supporting an exhausted team, and making decisions with incomplete data. In addition, they use it to protect their own judgement during extended pressure.