

Building Resilient Leadership

A practical one-day course for helping leaders build the conditions in which resilient teams can perform, adapt and learn under pressure.

Overview

Resilient leadership is not just about staying calm under pressure or projecting confidence when things become difficult. Building Resilient Leadership helps participants understand how leadership shapes communication, trust, decision making and team behaviour, and how resilient teams are built through the conditions leaders create around them.

This course takes the concepts introduced in the Individual and Team Resilience courses and gives leaders a practical framework for supporting people well, strengthening team performance and responding more effectively to operational and organisational pressure.

Why organisations use this course

Leaders are often expected to build resilient teams without ever being taught how pressure affects communication, authority, learning or decision making across the wider system.

Over time, that can create silence, bottlenecks, weak challenge and over-reliance on individual leaders.

This course helps participants:

- Understand how leadership shapes team resilience
- Create conditions that support openness, trust and accountability
- Strengthen communication and decision making under pressure
- Balance clarity, standards and empowerment more effectively
- Support teams to adapt, learn and maintain performance

What the course covers

- How leadership behaviours influence trust, communication and authority gradients
- The role of psychological safety, accountability and performance standards
- How to build learning cultures through openness, reflection and responses to failure
- Practical ways to improve visibility, transparency and decision making across team
- Supporting operational adaptability and long-term organisational resilience

Training Outcomes

- A clear understanding of how leadership affects team performance under pressure
- Practical ways to strengthen communication, challenge and accountability
- A stronger grasp of the cultural and operational conditions that support resilient teams
- A better understanding of where leadership may be creating fragility, dependency or silence
- Ideas that can be applied immediately in day-to-day leadership practice

Who It's For

This course is suitable for leaders, managers and senior professionals responsible for guiding teams through pressure, uncertainty, change or sustained operational demand.

It is particularly relevant for organisations looking to strengthen leadership capability in a practical way and better support resilient teams rather than relying on individual effort or good intentions alone.

The impact is often strongest when leaders attend together, building a shared understanding and a common language that can be applied more consistently across teams and the wider organisation.

Delivery

Duration: One day

Format: On-site or live virtual

Style: Interactive, practical and evidence-informed

Next Steps

Contact us to discuss delivery options and whether this course is right for your people.

Why Learn Resilience Now?



Duncan Maddox

Duncan brings over 30 years of experience from fintech, banking and technology, leading and contributing to high-performing teams.



David Yates

David is a professional pilot and Human Factors instructor within one of the world's most demanding and safety critical industries.

Resilience is not about being tougher or working harder. It is adaptive capacity, based on how people think, communicate and make decisions when conditions are difficult.

LRN training helps individuals recognise pressure earlier, teams communicate more openly when problems emerge and organisations learn and recover faster in challenging environments.