



Leadership Training Session

Building Resilient Teams

Practical Strategies & Tools for Leaders



Strong teams do not happen by chance: they are built through intentional leadership practices that foster trust and well-being. However, even the most cohesive teams can be challenged by layoffs, critical incidents, organizational change, and other disruptions that strain relationships and lower morale.

Based on the work of organizational health specialist Dr. Patricia Fisher and her book *Building Resilient Teams*, this highly interactive session provides leaders with practical tools and strategies to strengthen team well-being.

Grounded in trauma research and organizational psychology, this training combines discussion, reflection, and small-group activities to help leaders build healthier, more robust teams.

Learning Objectives:

- Understand the unique challenges of trauma-exposed workplaces and their specific impact on team dynamics.
- Identify how disruption, change, and uncertainty influence team functioning and staff well-being.
- Apply TEND's Five Rs of Team Recovery framework to assess team readiness and map out next steps.
- Explore the Functional Capacity tool to gauge team capacity and set realistic expectations during times of change.
- Cultivate practical strategies to support both the well-being of leaders and the teams they lead.

Contact our team to learn more:

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Who is this training for?

This training is designed for leaders at any stage of their organizational health journey. This includes:

- Leaders supporting teams through organizational change or uncertainty.
- Managers and supervisors who want practical tools to strengthen team well-being.
- Unit Leads looking to build healthier, more resilient teams before challenges arise.

What is included?

More than just a leadership session, this is an applied, hands-on workshop that equips leaders with the skills to implement the *Building Resilient Teams* manual within their organizations.

Each participant will receive a copy of the manual, along with access to the TEND Toolkit to support continued learning and implementation.

How long is this training?

This session is tailored to the needs of your unique workplace with options ranging from 2.5 hours to a full-day workshop.