



Strengthening Team Perseverance

DRIVING BEHAVIORAL CHANGE COLLECTION

1 Week Experience

Successful teams can seamlessly adapt with speed and efficiency to new business realities, seizing opportunities by adopting new behaviors and skills. But successful behavioral change takes more than a mandate from above. Leaders need to ensure their team has the internal resources necessary to create and sustain real change.

In this Experience, participants will learn about the critical components of Psychological Capital, the inner resources such as optimism, resilience, willpower, and self-confidence that a person needs to thrive and succeed. Participants will then learn practical techniques to help their team members develop the 'inner steel', or grit, that compels individuals to exert the necessary effort in their work and persevere in the face of difficulty.

Key Learnings

- How psychological capital contributes to behavioral change
- Building confidence through guided mastery and modeling
- Pessimism as a changeable behavior
- Promoting self-discipline and focus
- Supporting self-compassion and instilling a growth mindset

Assignment Details: Action Plan

- Select a team member who is struggling to adapt to an organizational change or new responsibility.
- Develop a plan to boost their development by building their Psychological Capital.



Estimated Time Commitment: 2.5–3 hours

Faculty Video Lectures: 30 Minutes

Create Action Plan: 75–90 Minutes

Interactive Activities: 45–60 Minutes

Faculty: Shlomo Ben-Hur & Nik Kinley



SHLOMO
BEN-HUR

Shlomo Ben-Hur is a professor of Leadership, Organizational Behavior, and Talent Management at IMD. Previously, he was VP of Leadership Development and Learning for BP and the former Chief Learning Officer at DaimlerChrysler Services.



NIK KINLEY

Nik Kinley is a director at YSC, a global leadership consultancy, and co-author of *Changing Employee Behavior* and *Talent Intelligence*. He has also held leadership positions at BP and Barclay's Bank.