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**SHRM**<sup>®</sup>  
SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

## **Workplace: Building Employee Resilience**

A resilient workforce is one that can navigate both daily stress and crisis with strength and a focus on growth. By building a resilient workplace culture, we can support our employees to be their best in both their personal and professional lives.

This session will focus on the basic principles of resilience and the science behind the field. In this session, we'll study the qualities that make our employees resilient. We will experience practices designed to build resilience and discuss how these practices can be implemented in the workplace.

## **Leadership: Maintaining Personal Resilience During Times of Change**

The American Psychological Association defines resilience as, "the process of adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress—such as family and relationship problems, serious health problems, or workplace and financial stressors." Resilient leaders have all the personal stresses of a normal life, plus they take on the success of an organization and the people under them every day. Thankfully, research shows that each person can develop resilience, giving themselves a base from which to move forward in times of change. Participants will be supported in using tools and creating habits that build resilience.



**Christine Lustik, PhD** is owner of Mindfulness in Organizations, LLC. After spending 14 years in leadership and higher education, Christine transitioned to a role of helping people thrive in their own lives. Christine trains individuals and groups within organizations how to decrease stress and chaos and increase focus and resiliency through the practice of Mindfulness.

**When: May 1st—3rd, 2019**

**Where: Fairmont Hot Springs, Anaconda, MT**

**Register today at: [Montana.SHRM.org/2019-Conference](http://Montana.SHRM.org/2019-Conference)**