



POSITIVE E-LEARNING FOR OPTIMAL PERFORMANCE

Introduction To The Manager's Resilience Toolkit





hello from before nine!

At **before nine**, we understand that the workplace is evolving, and so are the challenges and opportunities you face as a manager. That's why we take a fresh, people-focused approach to help you and your team navigate change with confidence and agility.

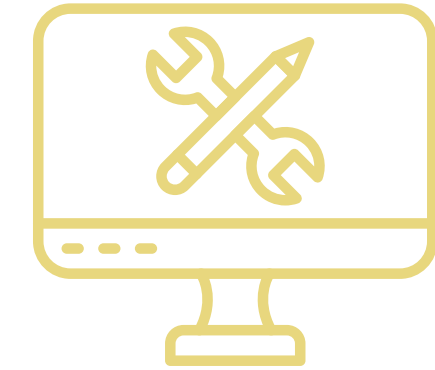
Founded by Dr. Aarti Anhal in 2017, our team combines decades of business experience with expertise in Positive Organisational Psychology. From working with start-ups to advising FTSE companies, we know how to equip managers like you with the tools to lead teams that perform under pressure and thrive through uncertainty.

We tailor our strategies to fit your team's unique culture, goals, and challenges. Whether you're navigating remote work, restructuring, or gearing up for growth, we're here to support you in creating a resilient, adaptable, and high-performing team.

Our mission is to help you promote resilience, recovery, and sustainable success—so that you and your team can embrace whatever comes next.

welcome to the manager's resilience toolkit

As a manager, your role is more complex than ever. Supporting your team, meeting goals, and navigating constant change can feel like a balancing act. That's why we created **The Manager's Resilience Toolkit**—to give you practical tools and strategies to strengthen both yourself and your team.



Resilience isn't just about bouncing back. It's about adapting, growing, and thriving through challenges.



This toolkit is your starting point for strengthening resilience within your team—helping you create an environment where people feel supported, confident, and ready to perform at their best.

Inside, you'll find a glimpse of the proven frameworks and actionable insights that form the foundation of before nine's approach. These are the same principles that underpin our **Resilience e-Learning Course**, designed to equip teams and leaders with the tools to succeed in today's ever-changing workplace.

We hope this toolkit gives you a valuable starting point and inspires you to explore how resilience can transform your leadership and your team's potential.

Here's to confident, resilient teams—led by you.

why resilience matters

Managing a team in today's workplace is no small task. As a manager, you're juggling multiple priorities—supporting your team, hitting targets, and adapting to constant change. It's rewarding, but let's face it: it's also tough.

These challenges can leave you feeling stretched and your team struggling to perform at their best.

But the good news? There's a way forward.

Building resilience—both for yourself and your team—provides the tools to not just manage these challenges but thrive through them. Resilient teams are more agile, more confident, and better equipped to handle whatever comes next.

And as a manager, strengthening resilience is something you can absolutely achieve with the right strategies and support.



challenges you may recognise



Team performance

Balancing the wellbeing and support needs of your direct reports whilst driving team or departmental results can feel overwhelming. There isn't enough time in the day!



Stress and pressure

Are you one of the 65% of managers who feels that workplace stress is negatively affecting your own ability to lead your team well?



Navigating change

Whether it's adapting to new ways of working, dealing with uncertainty, or handling organisational changes, it often falls to you to guide your team through the unknown.

the solution: a positive approach to resilience

At **before nine**, we believe resilience isn't just a skill—it's the foundation of thriving teams and confident leadership. Our approach combines proven frameworks with real-world practicality to help you and your team handle stress, adapt to change, and embrace opportunity.



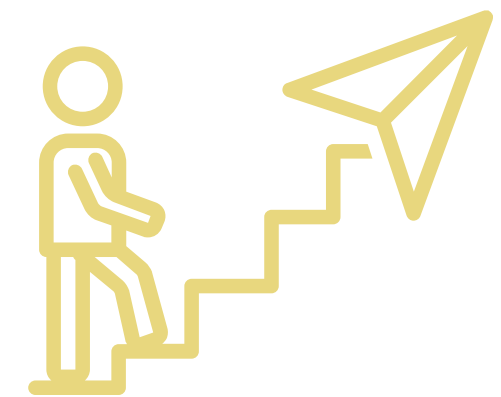
We call it **Positive Working**—a science-backed way to align individual strengths and team goals with the challenges and realities of your workplace. By focusing on small, actionable changes, we make strengthening resilience both achievable and impactful.



Our tools and strategies are designed to work with your team's unique culture and needs, helping you foster a supportive, high-performing environment where everyone can thrive—even under pressure.

If this resonates with you, our **Resilience e-Learning Course** is an ideal next step. It provides a deeper dive into practical strategies that equip you and your team to navigate today's challenges with confidence and clarity.

This toolkit is your starting point—because resilience begins with you.



the resilient manager

Take a moment to reflect on the word resilience.

What does 'resilience' mean to you?

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Suggestions from fellow managers

Calm under pressure
Adapting to change
Finding solutions

drawing on our strengths

Our human strengths are a resilience superpower.



Suggestions from fellow managers

My curiosity means I actively look for information

My perseverance helps me stay the course

My kindness helps me find ways to be kind to myself

Which of your human strengths help you handle challenges?

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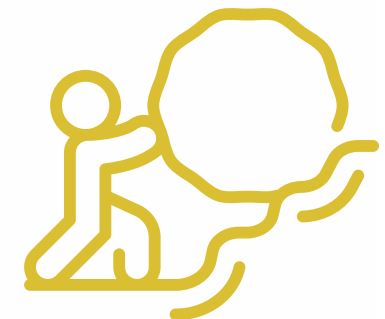
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overcoming a recent challenge

Think about a recent challenge you overcame at work.

Which of your resilience skills and strategies helped you?

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Suggestions from fellow managers

Trying to think rationally

Talking to someone trusted

Looking at it from a different perspective

room to grow

Our resilience is continually evolving.



Suggestions from fellow managers

Learning when to say no

Learning to delegate

Managing my time more effectively

Where do you think you have room to grow?

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thank you

Want to take this further?

You've taken the first step in strengthening your team's ability to thrive under pressure. This **Introduction to the Manager's Resilience Toolkit** introduces key ideas, but there's more to explore.

In the **free full version**, you'll get:

- ✓ Additional practical frameworks to implement straight away
- ✓ Deeper insights into how to guide your team through uncertainty
- ✓ More interactive exercises to support your managers
- ✓ Expert tips on building a long-term culture of adaptability and growth

 **Get instant access to the full Manager's Resilience Toolkit now**

You'll be directed to a short form to access your copy. We respect your privacy—unsubscribe anytime.

If you're ready to take resilience even further, we'd love to support you. Our Resilience e-Learning Course offers practical, science-backed strategies tailored to the challenges managers and teams face today.

Click on the magnifying glass to find out more.





Move one step closer towards **Positive Working!**



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