

# RESILIENCE SERVICES

Talented Performance... Resilient Performance... Smithfield Performance



## Innovation >

We consistently deliver high quality and cost effective services that exceed expectations. We deliver original, creative and thought-provoking solutions. We are willing to try new ideas and differentiate ourselves from our competitors through our imaginative service.

## Good People Science >

We apply scientific rigour to our solutions. Call it pragmatic science or just good people science, all of our work is delivered within the context of well grounded and scientifically robust people management principles.

[www.smithfieldperformance.com](http://www.smithfieldperformance.com)

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Work performance depends on talent and desire. Problems can occur when talent is present in abundance but desire is missing. Our work shows that the key component in desire and motivation is resilience, being able to perform despite pressures, obstacles, and setbacks.

We deliver resilience building programmes that are designed to stimulate individual and team performance under pressure; and corporate programmes aimed at improving the working environment and leadership resilience.

Contact us...

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# resilience services

## SMITHFIELD WEB PORTAL

### SMITHFIELD ONLINE

Smithfield Online is an interactive web portal containing self assessments, interactive knowledge tools and multimedia management information. It provides:

- > Online Resilience Profiling
- > E-Learning portal with integrated knowledge links, webcasts, case studies and articles to help build personal and team resilience
- > Provides aggregated data for team profiles, and for whole business corporate profiles
- > A myProfiles record of past assessments
- > Online reporting
- > Health and Safety Executive compliant workplace stress risk assessments

### SMITHFIELD RESOURCE CENTRE

Our community of subscribers benefit from the latest scientific research into people performance at work, from the science associated with optimal human performance through to team motivation, career enhancement and corporate human capital management;

- > E-learning is anytime, anyplace, anywhere learning
- > It's 24/7, self paced, on demand management learning that can be accessed anywhere on the globe
- > Good people science can be updated and delivered instantaneously using online technology
- > Retention rates, memory recall and information application is better with interactive online learning environments

### SMITHFIELD CONSULTING

Smithfield is an integrated consulting service. With some of the best people in the industry we provide consulting support in the following areas:

- > Resilient Leader Programme
- > Team-based resilient performance workshops
- > Attendance management strategy development
- > Industry benchmarking
- > Human Capital Management interventions

## Benefits of the Smithfield Web Portal

### People

- > Personalised web portal with smart access to e-learning modules
- > Open access assessments to monitor improvements over time
- > E-learning opportunities – anytime, anywhere, 24/7, local and global

### Line Manager

- > Improve team motivation, productivity and performance
- > Provides proactive approach towards pressure management within team
- > Provides team based metrics

### Corporate

- > Management information for aggregated staff data
- > Resilience and wellbeing benchmarking across company
- > Benchmarking to industry sectors
- > Corporate risk management solution
- > It's a solution as well as a diagnostic – helping the company to solve problems

A **powerful solution** aimed at improving profitability, individual & team performance:

- > Standardised metrics that conform to the Health and Safety Executive Management Standards for workplace stress auditing

- > Integrated diagnostic & solutions approach – a combination of web-based assessments, leadership programmes, team workshops and online learning

- > Corporate intervention plans for strategically aligning wellbeing services through improvements in management education, corporate policy development, learning and development contributions, tertiary health service provisions, proactive and reactive risk assessments, and human capital management applications.



visit [www.smithfieldperformance.com](http://www.smithfieldperformance.com)

## Smithfield Model of Resilience

### Corporate Resilience

- > Leadership Vision, Role Clarity & Decision making latitude
- > Management Development & Capability
- > Team Spirit
- > Continuous Demand - Resource Profiling
- > Change Management
- > Benchmarked Human Capital Management Metrics
- > Predictive Selection Techniques
- > Career & Succession Planning

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### Personal Resilience

- > Competence & Self Efficacy
- > Resilient Thinking & Learned Optimism
- > Career Engagement Job Choice
- > Positive & Optimal Lifestyle Choices
- > Resilient Behaviour

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### Resilient Performance

- > Health & Wellbeing
- > Career Achievement
- > Job Commitment
- > Motivated & Engaged
- > Productivity
- > Corporate Profitability & Competitiveness

## What determines... RESILIENCE?

HEALTHY // POSITIVE & OPTIMISTIC // SKILFUL // ANXIETY FREE  
 // SURVIVORS // STRONG WILLED // POWERFUL // CONFIDENT  
 // ENERGETIC // ADAPTABILITY // STRONG SELF-EFFICACY //  
 MASTERFUL // DETERMINATION // PERSISTENCE // CALM &  
 BALANCED // FAILURE RESISTANT