

RESILIENCY

What is the BJC Resiliency Initiative?

Resiliency is the ability to adapt and thrive in the face of adversity. Resilient people "bounce back" from difficult experiences.

Resiliency is not a personality trait, but a set of behaviors and skills that can be learned. The goal of the Resiliency program at BJC is to help employees build and strengthen skills that support their individual resiliency and to promote practices that support resiliency throughout the organization.

What is a Resiliency Champion?

Building a culture of resiliency within the organization requires support and action at all levels - at the individual employee level, the team or department level, and the system or organization level. The Resiliency Champion program is the first step in creating a culture of resiliency at BJC.

Champions are advocates for positive personal and cultural change at all levels of the organization. They work to build and support individual and team resilience at BJC by:

- building and strengthening their own resiliency
- implementing activities in their department
- sharing information and best practices
- advocating for practices in the workplace that contribute to resiliency

Who can be a Resiliency champion?

Resiliency champions can be any level of staff (e.g., front-line staff, managers, directors, etc.) from any department. Each department can decide how many champions they would like from their department.

How do I become a Resiliency champion?

You can become a Resiliency champion by attending a one-day Resiliency champion training program offered by the BJC Institute for Learning and Development (BILD).

The day will consist of 2 parts:

Part 1: An introduction to the program and an (approximately) three hour Resiliency Class (similar to the current BILD public offering on Resilience) that covers the core components of building and strengthening resiliency.
Part 2: Three hours of training that will cover how to become a Resiliency Champion in your department.

You can register through the Online Learning Center (search for BJC Resiliency Champion Training). Your manager will have to approve your registration before it is final.

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What will I do as a Resiliency champion?

During the initial training, Champions will be given a toolkit to assist with implementation of Resiliency initiatives. The toolkit will include activities that can be done at staff meetings or other group meetings, videos and articles that can be shared with staff, and other ideas for promoting resiliency. You will continue to receive activities and information monthly to share with your staff.

Because Resiliency champions can be any level of staff in any department, the role will be adaptable to the individual and to their department. Every Champion should work with their supervisor and/or team to determine how they will organize and implement resiliency building initiatives in their department. Resiliency champions will also have the opportunity to network and attend follow-up celebrations with other champions throughout the system. This will provide an opportunity to share our successes and best practices, as well as discuss challenges with others.

If you are interested in participating or would like more information, please contact Katie Balella at kab8783@bjc.org.

