

# RESILIENCY

## **BJC RESILIENCY CHAMPION PROGRAM OVERVIEW**

*Resiliency is the ability to adapt and thrive in the face of adversity, and resilient employees bounce back from difficult experiences. This program aims to help employees build and strengthen skills that support their individual resiliency and to promote practices that support resiliency throughout the organization.*

### **Resiliency champions:**

- help lead or support positive cultural change within your department or team.
- can be any level of staff (e.g., frontline staff, managers, directors, etc.) from any department.

### **You can become a resiliency champion by completing the following BILD courses on the same day or different days:**

Step one: “Resiliency” (an already established 9 a.m.-12 p.m. class)

Step two: “BJC Resiliency Champion Training” (a new 1-4 p.m. class)

### **What will I do as a resiliency champion?**

During champion training, you will receive a toolkit to assist with facilitating resiliency activities. The toolkit will include activities that can be done at staff meetings or other group meetings, videos and articles that can be shared with team members, and other ideas for promoting resiliency.

You will continue to receive activities and information monthly to share with your teammates. Because resiliency champions can be any level of staff in any department, the role will be adaptable to you and your department. Every champion should work with their immediate supervisor or manager and/or team to determine how they will organize and implement resiliency activities or 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 your successes and best practices, as well as discuss possible challenges.