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Do you have a resilience training program?

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by Brett Henebery | 03 May 2017 [f](#) [t](#) [g+](#) [in](#)

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GSK Australia – a science-led global healthcare company – has given a group of female entrepreneurs exclusive access to the company's resilience training.

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The resilience training program is part of SheStarts, BlueChilli's national accelerator program that aims to turbocharge female leadership in the startup economy.

GSK trainer, Jacque Smith, facilitated the workshop that aligns with the company's mission to help people do more, feel better and live longer.

Key elements of the training include understanding the Pressure Performance Curve, change and agility, nutrition and exercise, plus management of emotional, mental and spiritual energy.

The aim of the day was to take the female entrepreneurs away from the day-to-day stress and focus on how personal wellbeing influences long-term career success.

This training has helped GSK associates over the years with their career performance, making the company a leading pharmaceutical brand.

Some organisations have developed specific programs aimed at improving resilience training, which is recognised as having a positive impact on employee performance.

One such company is PD Training, which developed a program called ORANGES, which gives workers more than 40 tools to change the way they approach their work and lives.

Paul Findlay, managing director of PD Training, told *L&D professional* that resilience is "the capacity to withstand and adapt to the challenges that life throws at us".

"When it's low, workers struggle to bounce back and thrive. Without the right attitude, workers are not always looking for an opportunity, solution or possibility," he said.

Regardless of the industry, Findlay said that most organisations – including those undergoing restructuring and industries where customer-facing activity is normally stressful – can benefit from training to boost resilience.

"People get worn down by relentless change and they commonly end up becoming short-fused, negative and mildly depressed. They take stress leave days, call in sick or become cynical and counter-productive in the face of organisational redesign," Findlay said.

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