



# Psychological growth through Inner development

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Marco Truffelli MPsych - Dr Jan Ferris



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can

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we



be happy



endlessly?

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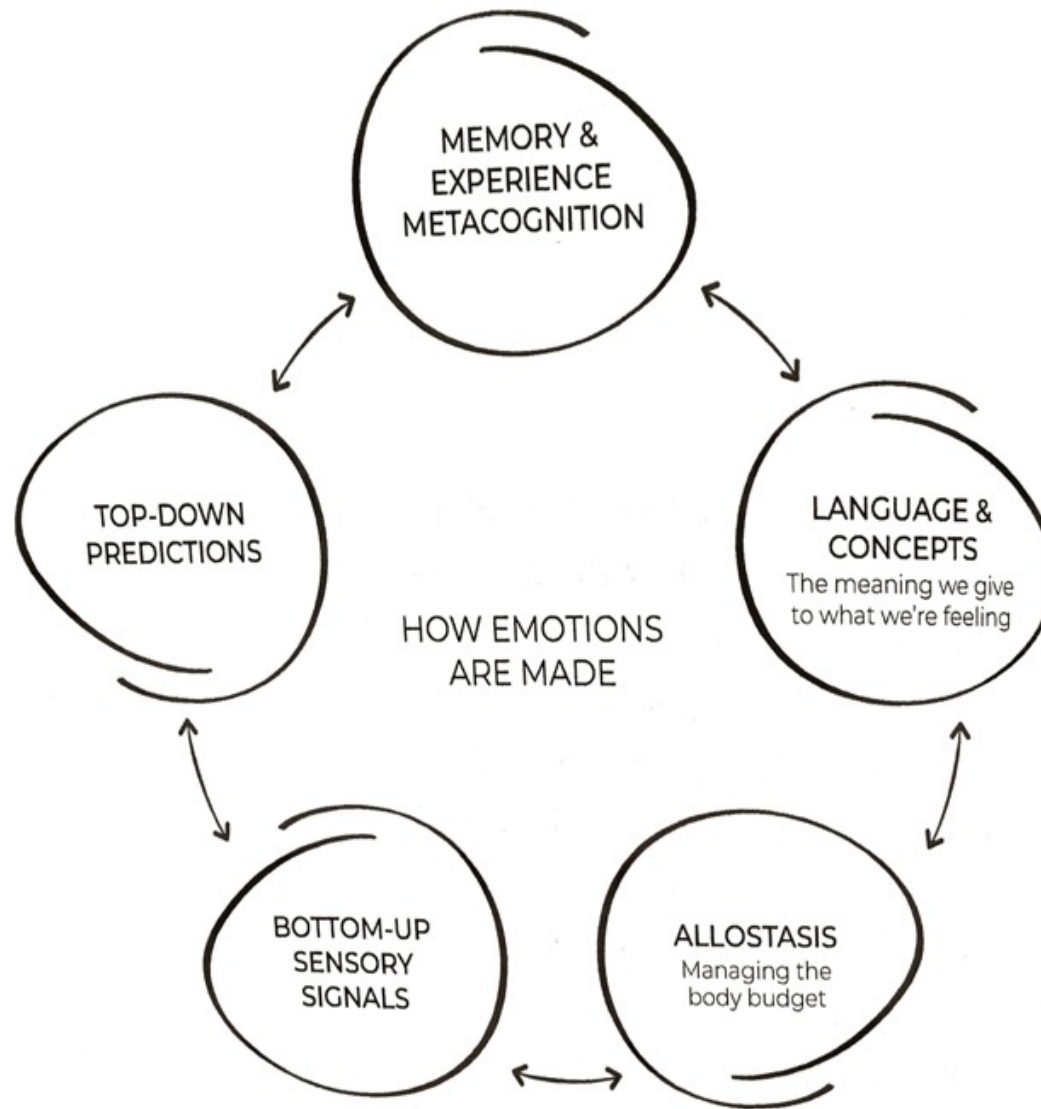
“It is not the circumstances that determine a person’s happiness, but his ability to cope with the circumstances.”

*Aaron Antonovsky*

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# Inner Development Goals (IDG's) Leadership Framework





*Lisa Feldman Barrett, 2018*

“The closer a person comes to a calm mind, the closer he is to strength”

*Marcus Aurelius*



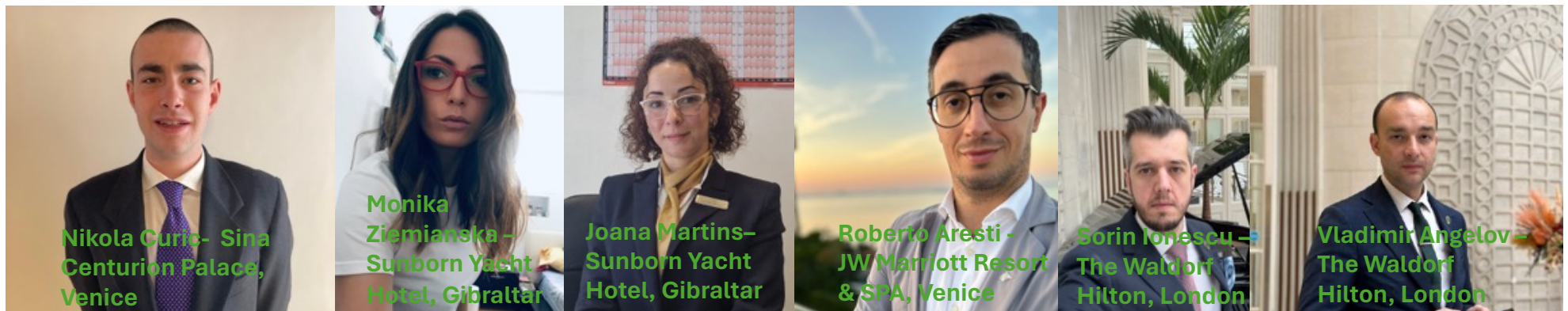
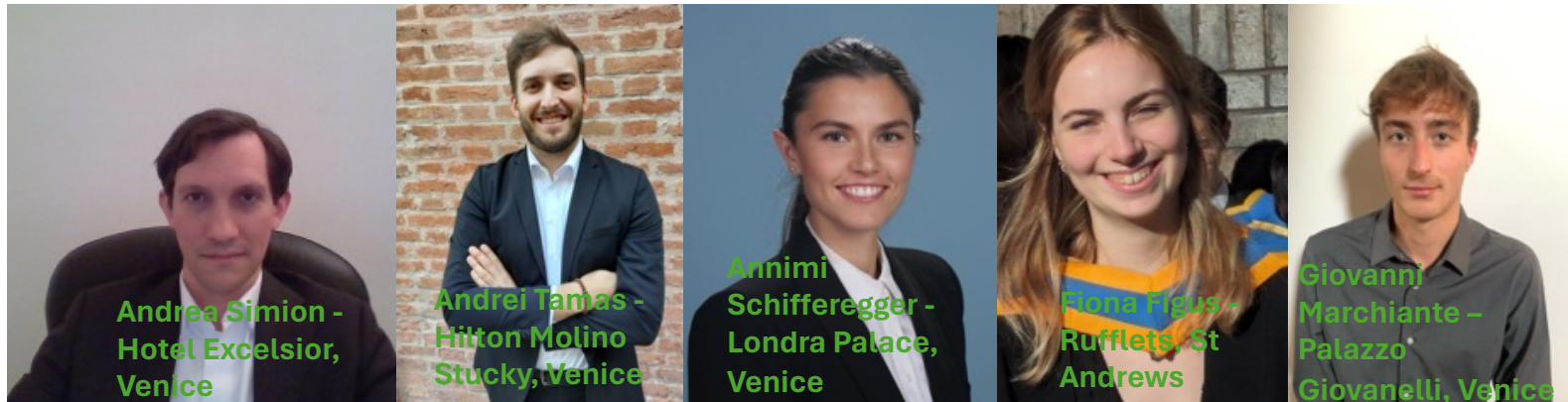
# RESILIRĒ with



- RESILIRĒ offered 12 EHMA Emerging Leaders - nominated by their GM's - the opportunity to develop their leaderships skills based on the latest, most robust, psychological science, through workshops and coaching over a 7-month period.
- The 2023-24 Emerging Leaders' cohort has benefited from three four-hour long workshops.
- The Emerging Leaders enjoyed four one-hour-long one-on-one coaching sessions with a frequency of 6-8 weeks.
- The focus of these sessions to support and reinforce the application of the learning from the workshops into practice.

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# EHMA Emerging Leaders 2024





# Leadership Perspectives



## Looking In

Where leadership focussed content supports the leader develop a much richer understanding of their internal world and how this impacts on their leadership, decision making, communication, thoughts, feelings and actions.

This work focusses on leaders understanding of their psyche, to enrich all domains of their lives, including work.



## Looking Out

Leadership focussed content supporting the psychological fitness of the leaders' teams and people.

This work focusses on leaders doing this with and for others.

# Programme Content



Self-awareness



Psychological Flexibility



Psychological Safety



Compassionate Leadership



Self-awareness



# Psychological Flexibility



# Psychological Safety





# Compassionate Leadership

# The Process





# Outcomes

## Workplace Stressors

- This is a motivated, engaged group who find working in hospitality rewarding.
- Post intervention, the majority reported enhanced sense of control, fairness and value alignment in their roles.
- The majority reported improvement in workload management, yet this is still the greatest stressor.

## Mental Wellbeing

- More than 90% reported improvement in their mental wellbeing.

## Personal Efficacy

- 70% reported improvement in personal efficacy.

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# Alignment with the IDG's Leadership Framework



# Time for Questions



# EHMA Emerging Leaders 2025

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# EHMA psychologists in residence

Marco Truffelli MPsych - Dr Jan Ferris



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