

Inner Development for Sustainable Leadership

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RESILIRĒ commitment

- **RESILIRĒ** offers twelve emerging/new leaders the opportunity to develop their leaderships skills based on the latest, most robust, psychological science, through workshops and coaching over a 7-month period.
- Emerging/new leaders will benefit from three four-hour long workshops. The content of the workshops will support them to develop knowledge and skills on:
 - self-awareness and psychological flexibility
 - psychological safety
 - compassionate leadership
- The emerging/new leaders will enjoy four one-hour long one-on-one coaching sessions with a frequency of c.4 weeks. The focus of these sessions will be to support and reinforce the application of the learning from the workshops into practice.
- **RESILIRĒ** will deliver this pro bono.

Self- awareness Why is it important?

Improves decision making and team performance

Reduces conflict and supports resolution

Leads to more accurate self-reports

Necessary to develop self-control

Predicts self-development, acceptance and proactivity

Helps creativity, pride and self-esteem

Psychological Safety

Why is it important?

Teams who are higher in psychological safety are more likely to:

- admit mistakes;
- work collaboratively;
- take on new roles;

Individuals with high psychological safety are:

- less likely to leave the organization;
- more engaged with change;
- more productive;
- rated twice as effective by bosses.

Compassionate Leadership Why is it important?

Supports leaders to effectively manage the performance of individuals, teams, organisations and systems.

It can address the unspoken problems.

Research indicates that those who work within such teams are 35-40% more productive.

Timeline



Emerging/new leaders' commitment

- To have a positive and open mindset regarding the application of psychological science to leadership practice.
- To attend three four-hour workshops on Zoom.
- To attend four one-hour one-to-one coaching sessions.
- To complete between session reflections and practice tasks.
- To complete pre and post workshops/coaching questionnaires and interviews.



EHMA Members' Next Steps:

- Identify emerging/new leaders within your hotel.
- Discuss the programme with them, including the emerging leader's commitment.
- Emerging leader to complete the application form, with a GM supporting statement, for submission by the 17th July 2026.