



# WELCOME.



Tim Mulholland  
OD Consultant

# About OMT Global.

## **We are a Leadership Development Consultancy, Irish Owned and Managed**

Established in 1989, OMT works with growing and large organisations to develop the leadership skills of their people managers, from first-time leaders right through to senior-level executives.

We provide a range of consultancy, training and development services for organisations that want to further develop and retain their talent.

OMT excels in helping organisations move from ad hoc or one-off efforts to a new way of behaving and working. Ensuring your people are always at the heart of the journey.



### **34 Years Experience**

We know our stuff 34 years' experience working with a range of local and global organisations.



### **Award Winning**

Our clients have won multiple highly recognised industry awards.



### **Global Reach**

We have a global team of consultants and can deliver wherever you are in the world.



### **Our Approach**

We use high-energy, learning techniques that help to ensure development is embedded.

# Delivering Success To Our Partners.

DUFRY

abbvie

Lufthansa Technik  
Turbine Shannon

Uber

Prodieco  
Advanced Drapery Solutions

eason

MEDIAHUIS

Irish Cement  
A B&K COMPANY

Valeo

RED MILLS  
COFFEE

Nestlé

dairygold  
Dairygold Food & Nutrition

Alkermes

Abbott

NORTHERN TRUST

Musgrave

elementsix  
RE BEERS GROUP

ARNOTTS  
EST. 1848

Keelings  
LOVE TO GROW

LIDL

Lilly

AGORA  
COMPANIES

thérapie CLINIC

Coca-Cola

wayfair

OASIS  
Information Solutions

laya  
healthcare  
proudly part of LEO

save  
a LOT

Hudson



CARROLLS  
MEATERY

DANONE

GILEAD  
Creating Possible

Keurig  
DrPepper

KPMG

Lilly  
OBrien



sloransen

YOMALI

CAE

ORGANON

COOK  
MEDICAL

Virgin  
medica

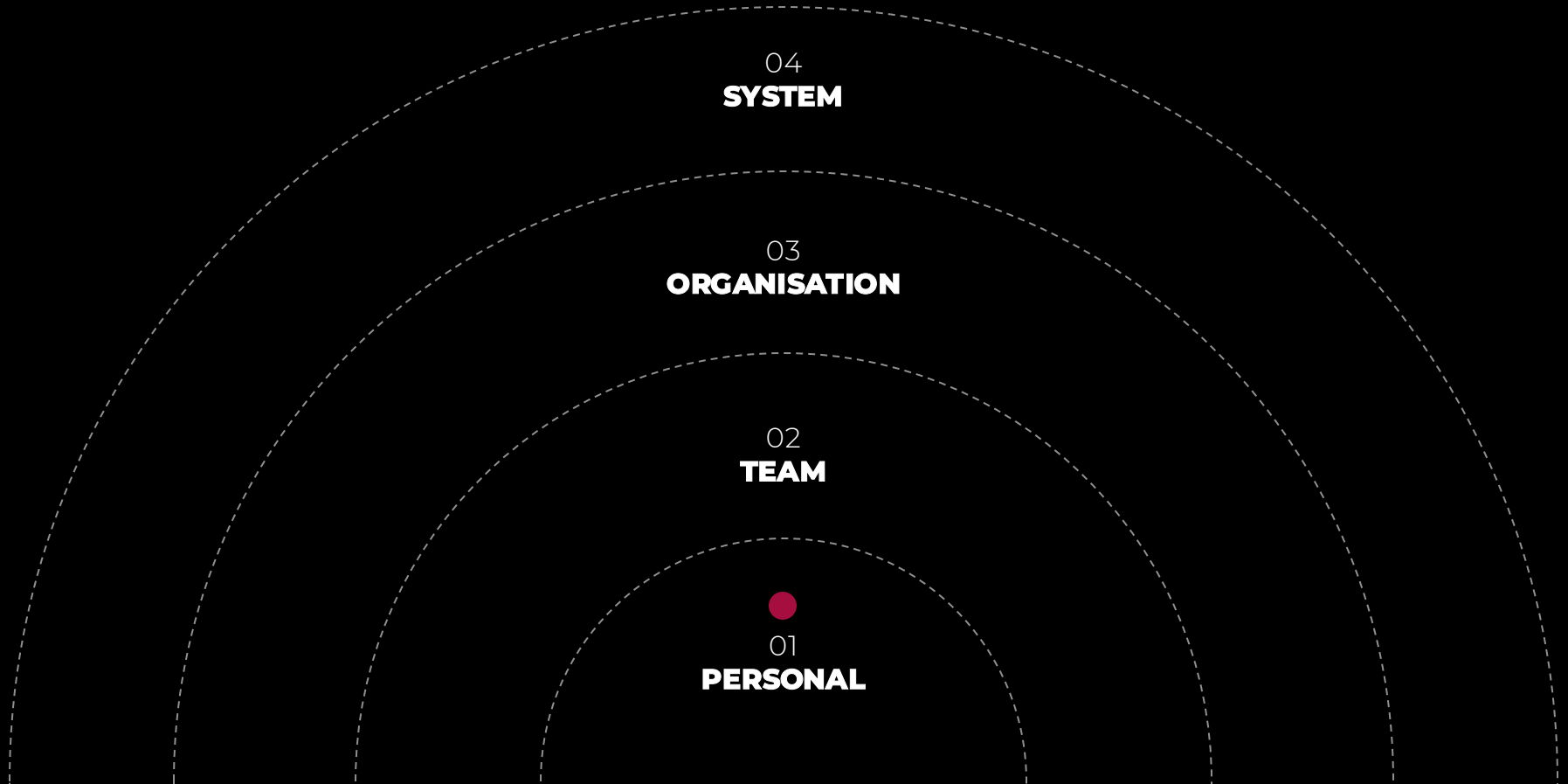
AWARD  
WINNING

LDI  
Learning &  
Development  
Institute

THE SHINGO  
PRIZE  
FOR LEARNING

CHRIS LEAHY - CHIEF  
LEARNING IN PRACTICE  
AWARDS

# Resilience Lens.



01  
**PERSONAL**

# **Personal Resilience.**

## **Psychological & Personal Resilience.**

- People with higher resilience are **60% less likely to develop anxiety or depression** after major life stressors. (APA, 2023)
- Studies show that optimistic individuals live up to **15% longer** than those with lower resilience and optimism levels. (Harvard T.H. Chan School of Public Health, 2019)
- Developing a **strong sense of purpose** can improve resilience and reduce stress-related health issues by **20%**. (University of Michigan, 2021)

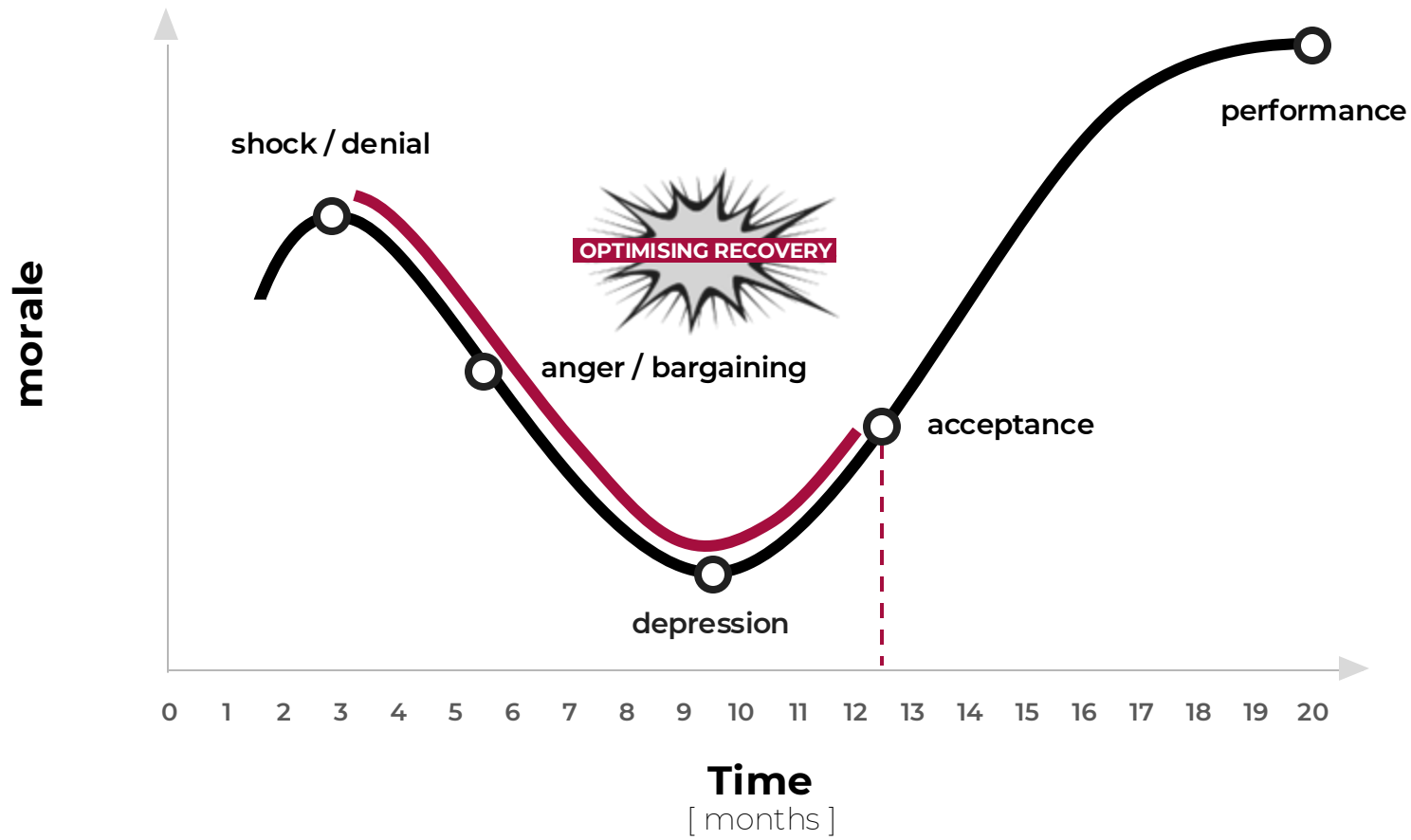
**Rethink**

**Resilience!**





What if resilience is not  
something we **have** - but  
rather, something **we do**?



# SCARF

The 5 social drivers influencing our response to change



# RESILIENCE.

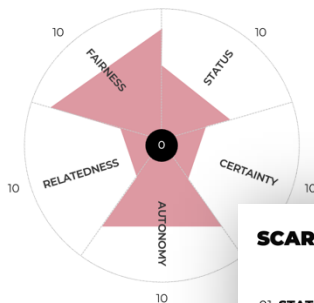
MAPPING YOUR RESILIENCE ACROSS THE 5 SCARF FACTORS



Timothy Mulholland  
OD Consultant

## SCARF | Coaching Wheel.

Map your scores where 0 is considered low in a factor and where 10 is considered high in a factor.



## SCARF - Coaching Questions.

### 01. STATUS

- In what ways do you still add value, even if your role has shifted?
- Where can you take the lead or share your expertise in this new context?
- How might you redefine success for yourself during this period of change?
- Who can you seek feedback from to gain a clearer picture of your impact?
- How can you acknowledge your own achievements, rather than waiting for external validation?

### My Notes

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One for

everyone in the

audience!

## 01 | STATUS



Our identity is more concerned with  
*being right* than *getting it right*.

**Adam Grant**



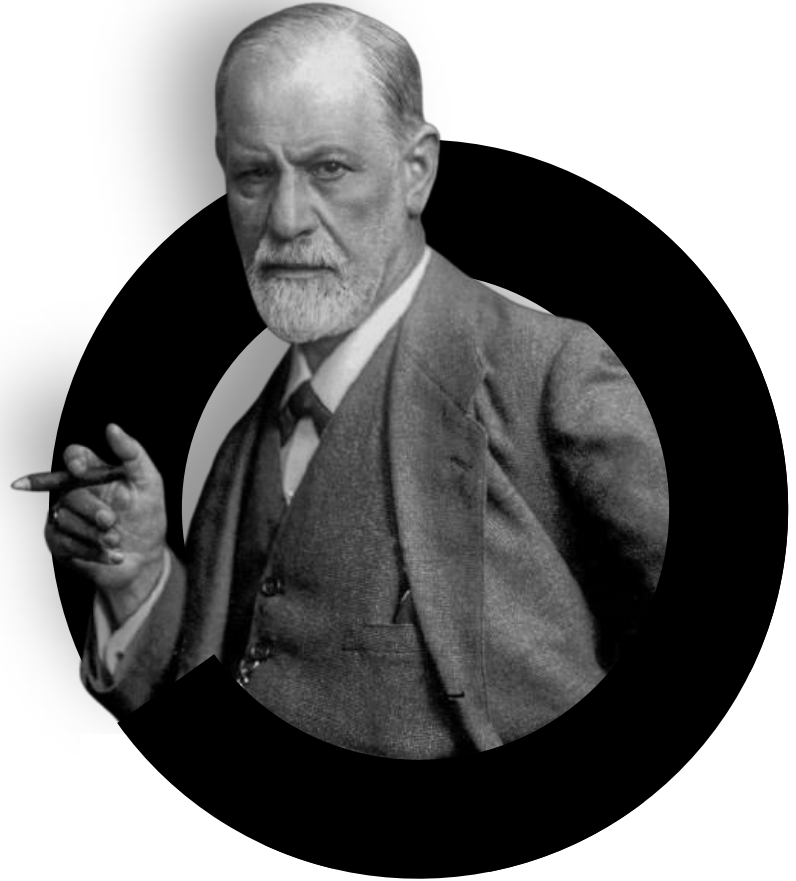


## 02 | CERTAINTY

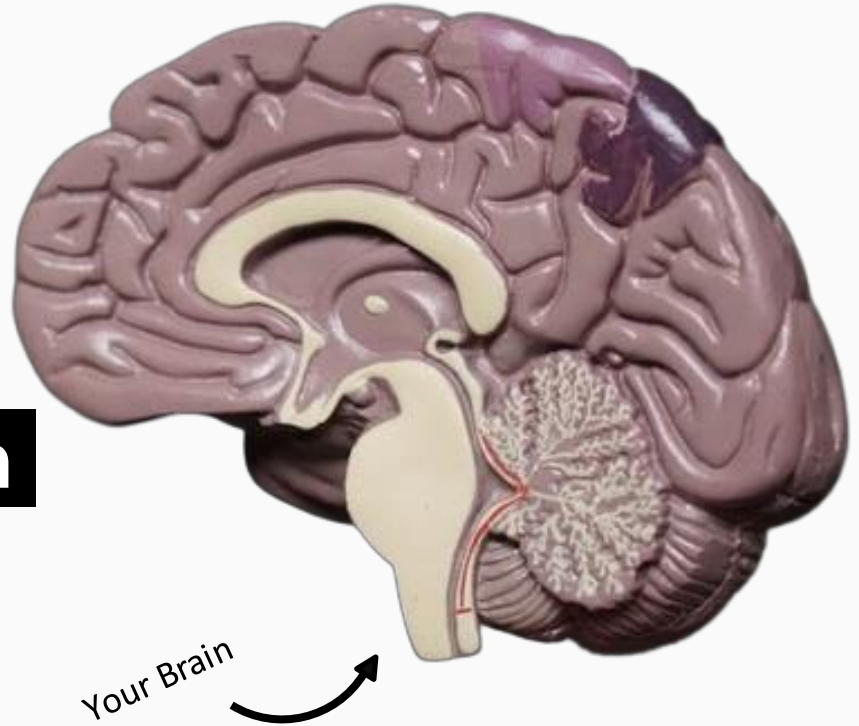


It is in our nature that we are driven by the *pursuit of happiness* and the *avoidance of pain*.

**Sigmund Freud**



**What might  
be some micro-  
certainties you can  
create?**



## 03 | AUTONOMY



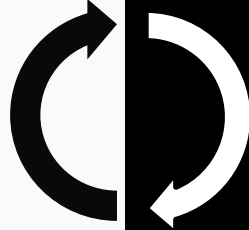
Between stimulus and response there is a space. In that space is our power to *choose* our response. In our response lies our growth and our freedom.

**Viktor E Frankl**



# INTERNAL LOCUS

THINGS HAPPEN BECAUSE OF ME



# EXTERNAL LOCUS

THESE THINGS HAPPEN TO ME

## 04 | RELATEDNESS



Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes.

**Amy Edmondson**



# TRUSTWORTHINESS

## TRUST

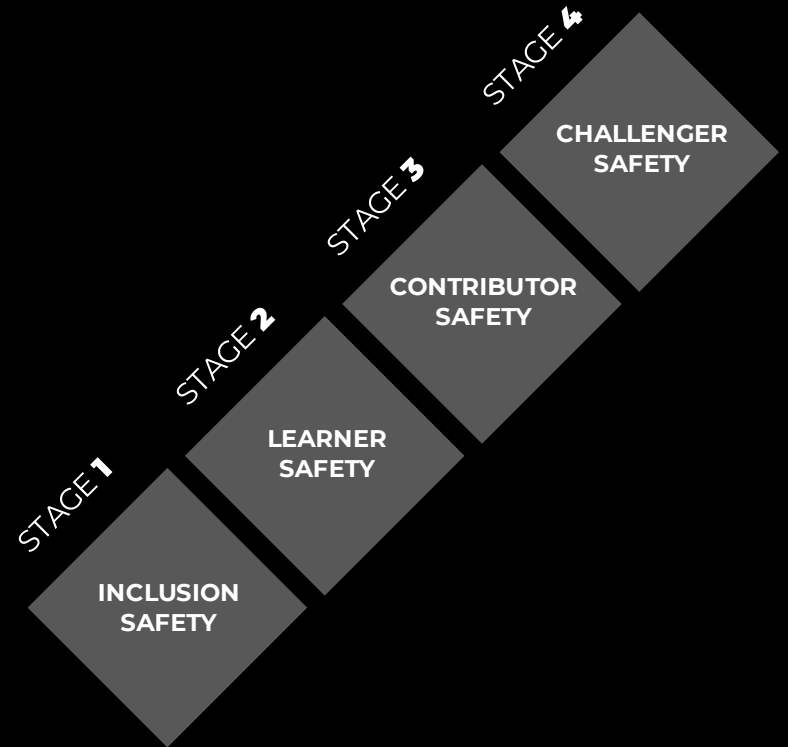
||

credibility x reliability x **intimacy**

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self-orientation

# PSYCHOLOGICAL SAFETY



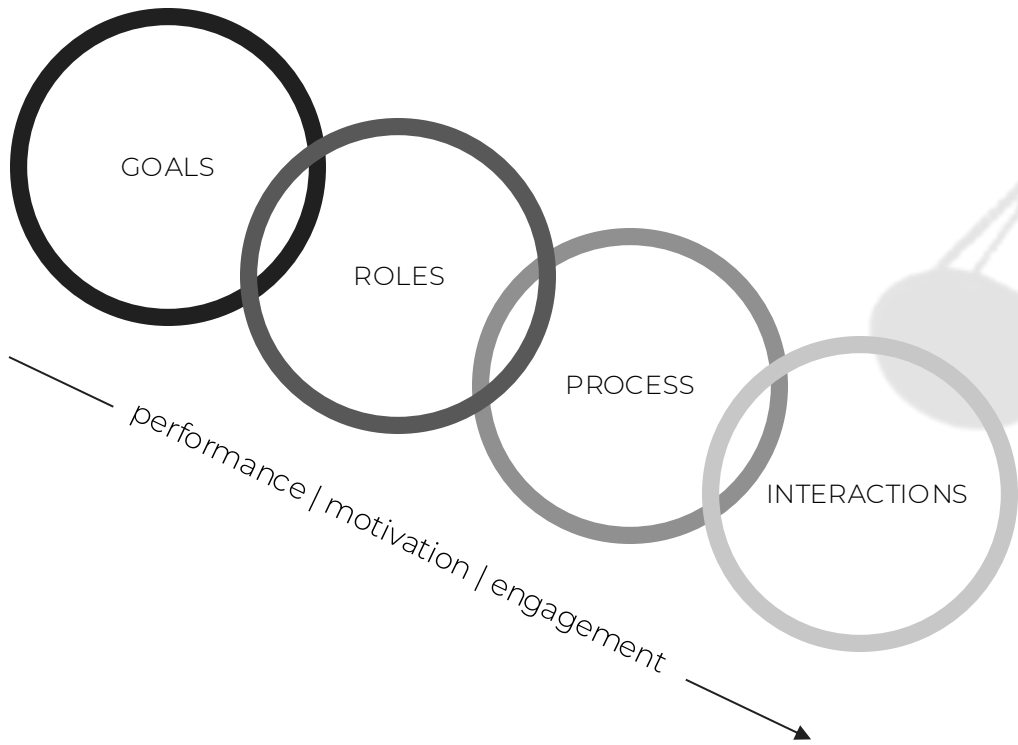
**05** | FAIRNESS



You can't always get what you want,  
but if you try sometimes you just  
might find, you get what you *need*.

**Mick Jagger**







We are both responsible to ourselves and to others to create the conditions in which we can flourish. We must identify and deny the attitudes, behaviours, and mindsets that give rise to threat.

**Q&A**

Grow your **people.**  
Grow your **business.**