



Transition Resilience for Organisations: COVID-19

COVID-19 represents significant work and life transitions for all. Organisations face new challenges as they aim to support employee wellbeing and performance during this time of unprecedented and rapid change.

The Centre for Positive Transitions (CfPT) offers consultancy, coaching and stress management interventions to promote positive transition experiences for employees. To support organisations in the current COVID-19 context, the CfPT offers the following products, drawing upon over a decade of transition coaching experience in areas such as leadership, resilience, organisational change, new parent and later life contexts.

- 1) Transitions INSIGHTS: Navigating Transitions.** 1 hour webinar for up to six employees. It allows employees to reflect on their transitions in the context of COVID-19. It encourages constructive perspectives and strategies, in order to promote wellbeing and productivity during this transitional time.
- 2) Transitions INSIGHTS for Managers: Managing Transitions.** 1 hour webinar for up to six line managers. It offers an opportunity for managers to reflect on the transitions team members are facing, in the context of Covid-19. It equips managers with useful perspectives and strategies to support wellbeing and performance of team members, and themselves.
- 3) Transition INSIGHTS Coaching.** 1 hour virtual coaching session via videoconference or phone. These individual sessions allow employees to reflect on their COVID-19 transitions in a safe environment. It allows them to consider helpful strategies to navigate these transitions and promote resilience and wellbeing. They can be offered as one-off sessions, or as a series of 2-6 sessions depending on need.

All products are based on INSIGHT© (Palmer & Panchal, 2011) – a model of transition resilience, grounded in coaching and positive psychology. All products can also apply to a range of transition scenarios outside of COVID-19, such as new parent, new joiner, redundancy, promotion, organisational change.