



**49 North's™ Leadership team** was instrumental in implementing one of the **largest wellbeing and resilience initiatives in the world**. Our Senior Advisor, **General George Casey**, then-Chief of Staff of the Army, looked for ways to **prevent and mitigate** the stressors

Soldiers and their families were experiencing during

the extended and rapid deployments post 9/11. He worked with **global experts** to implement a resilience promotion program across the Army. **Former Desert Storm Prisoner of War and Brigadier General (ret) Rhonda Cornum PhD, MD**, our Chief Medical Officer, previously served as **Director of the U.S. Army's Comprehensive Soldier Fitness** initiative, where she **oversaw training to over 1.1 million active duty Soldiers**. Since then, our team has **developed and implemented resilience initiatives** and delivered customized curricula to thousands of individuals in a wide range of organizations.



#### • **Adaptability and Flexibility**

- Ability to navigate change, adapt and recover after stressors
- Adjust new work structures and requirements.
- Respond quickly and proactively to emerging opportunities and risks.

#### • **Relationships & connections to others**

- Teamwork / Communication / Social engagement
- Adjust new work structures and requirements.

#### • **Emotional outcomes**

- Self-management (e.g. use of positive coping skills, working towards goals, stress management, emotional regulation)
- Self-awareness (including identifying emotions and values, realistic optimism, and recognizing strengths)

#### • **Sense of Purpose and meaning**

#### • **Personal and professional performance**



- Stress symptoms
- Social and workplace disengagement
- Burnout
- Social isolation
- Presenteeism (being on the job, but not fully functioning)
- Disruptive behaviors
- Cynicism & pessimism

## What Is Resilience?

Resilience is the ability to successfully adapt and recover in the face of adversity and stress, and maintain performance in the face of change. Resilience skills provide a reservoir of resources—such as social connections, the ability to draw on strengths, and having a sense of purpose—that strengthen our personal and professional performance and well-being. Resilient communities provide the opportunity for everyone to flourish and reach their full potential. The good news is that resilience can be improved through well-structured training and interventions, resulting in large, measurable effects on a range of performance and health outcomes, including greater engagement, reductions in stress symptoms and burnout, and greater ability to navigate change, adapt, and recover after stressors.

## 49 North™ Mental Armor™ Training Programs

### Purpose

The purpose of Mental Armor™ training is to help individuals across various occupations and industries learn skills and strategies to enhance their resilience in both personal and professional aspects of their lives. Our curriculum is designed to measurably improve resilience, wellbeing and productivity.

### Rationale

Many jobs and life situations can be physically and emotionally demanding. Long hours, high demands, and complex and often ambiguous encounters can contribute to stress and burnout. Individuals in high-pressure environments can experience greater fatigue, absenteeism, higher blood pressure, and higher rates of attrition, often exacerbated by social isolation. Those operating under severe or chronic stress are also at greater risk of errors and overreactions, which can compromise their performance and safety.

Research has shown that specific skills can enhance resilience and counterbalance the stressors associated with demanding environments. Resilience—or the ability to withstand, recover, and grow in the face of stressors and changing demands—is not a single skill; it is a set of resources and skills that promote effective problem-solving, adaptability, positive coping, self-regulation, and social support. Individuals who are more resilient are better equipped to handle cognitive and emotional challenges in high-pressure situations. They are also more likely to maintain effective performance levels when facing challenges and setbacks and to return to their baseline functioning after being exposed to stressors or traumatic experiences.

*Our Training Team and the 49 North™ Mental Armor™ Curriculum is flexible. We conduct training on-location, in person, live online or via computer-based instruction. Contact us to discuss your goals.*

For more information, a quote or for questions, please contact

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or visit us at [www.mymentalarmor.com](http://www.mymentalarmor.com)

# What's Included in 49 North™ Resilience Training?

## Keynotes

49 North™ has a range of industry leading experts who can provide a one to three hour interactive presentations focusing on why resilience matters and at least one skill that participants can begin to use immediately to strengthen resilience.

Suggested Target Audience: Executives, Leadership, and Staff

## Workshops

49 North provides one, two or three day experience that provides concrete skills grounded in science and easy to apply focusing on why resilience matters and at least practical skills that participants can begin to use immediately to strengthen resilience and wellbeing.

Suggested Target Audience: Executives, Leadership, and Staff

## Train the Trainer Program

We provide a 5-day program to help training professionals deliver the resilience program within their organization. To be certified to train a 49 North™ Resilience program, staff participate in the full Mental Armor 3-Day curriculum training and then complete a 2-day course of expert instruction on how to deliver the program within their organization. This approach allows for sustainability and the additional course ensures high-quality delivery from internal trainers. Participants who complete the train-the-trainer course are licensed to deliver the 49 North™ Resilience Skills to employees of their organization and support employees' resilience on an ongoing basis.

Suggested Target Audience: Influencers and Leaders

## Our Keynote and Workshop sessions include:

- Needs assessment: Our team will work with your in-house staff to understand your organizational goals and tailor the content to meet your needs. We have provided resilience training packages that address specific key transition points or periods of vulnerability (e.g., adapting to a changing organizational structure or business model; strengthening communication and collaboration; strengthening goal setting and accountability) or specific challenges. We customize the training package to address areas of challenge and strengthen resilience.
- Full course training guide: We provide a training manual that includes resources and tools that training participants will refer to long after the training. The manual includes the interactive activities, and resources that participants will continue to use after the training.
- For Keynotes: One post-training coaching calls with lead instructor to answer any on-going questions
- For Workshops: Two post-training coaching calls with lead instructor to answer any on-going questions
- Pre- and post-course evaluation findings: customized to measure targeted outcomes

## Our Train-the-Trainer program includes:

- All materials provided in the workshops
- A comprehensive instructor's manual and additional resources for implementing the program.
- Slide decks and videos for delivering the Resilience Program
- A license to deliver the resilience program in your organization for a two-year period
- Discounted rates on printed participant guides for all resilience programs
- Ongoing technical assistance after the course to support implementation of the program within your organization
- One refresher session for certified trainers
- Support for evaluation activities, including organizational pre- and post-training analytics

## Our Mental Armor™ Skills Online program includes:

- Comprehensive Resilience Skills Certificate Course [View Introduction Video Online](#)
- Anonymous Organizational Mental Fitness Assessment for Leadership

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