



**BUILDING RESILIENCE TO CREATE
A HIGH PERFORMANCE CULTURE**

With

RONAN HARRINGTON



James Melville ✓

@JamesMelville

The gap between the last coffee of the day and the first alcoholic drink of the day is narrowing. And the gap is filled with biscuits.

8:37 PM · Jun 4, 2020 · Twitter for iPhone

243 Retweets **26** Quote Tweets **2,760** Likes

Deloitte.

KPMG

 **Meta**

sage

 UNIVERSITY OF
OXFORD


HM Government

sky

IHG
InterContinental Hotels Group

L'ORÉAL®

Creating the right environment

What I Say

- Context Setting
- How I frame things
- What I repeat

What I Measure

- Goals
- Reward & Recognition
- What I actually ask for daily



How I Behave

- Behaviours
- Relationships
- Energy and focus - where I spend my time and where I ask others to

What I Prioritise

- Disciplines
- Routines
- Meetings - Who I spend time with






9:37 ↖



ADV PLUS BANKING

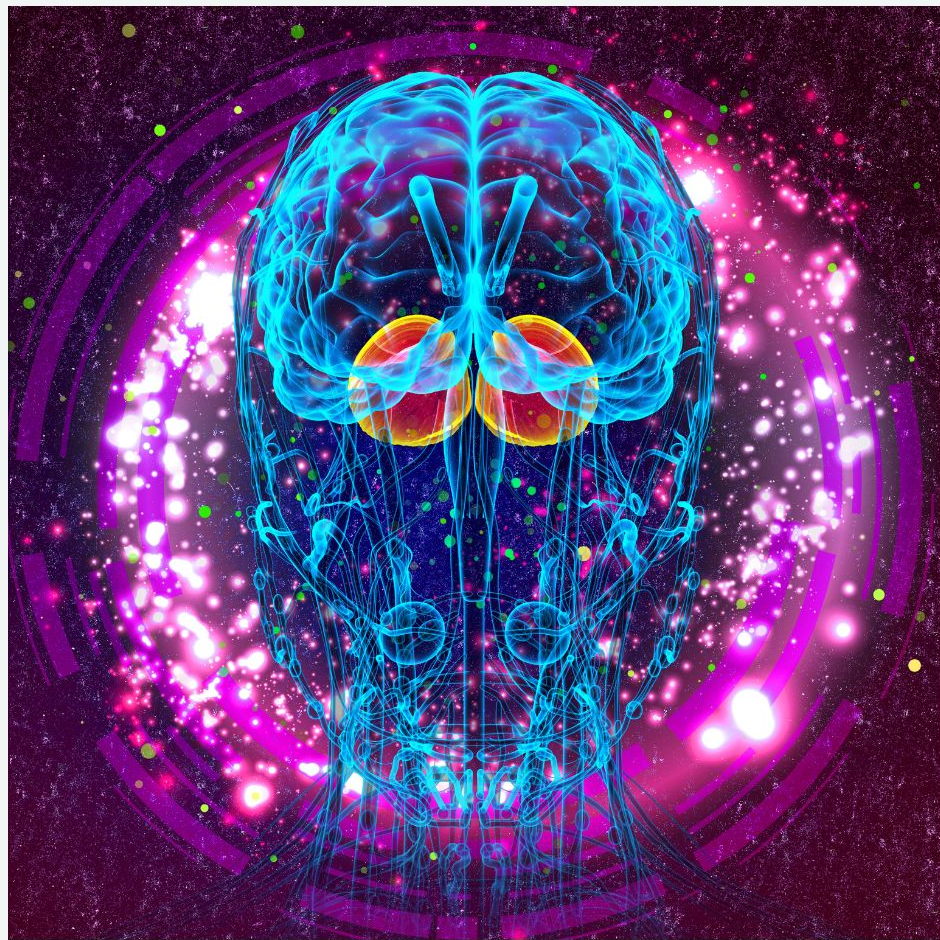


-\$869,154.11

Available Balance 

RECENT TRANSACTIONS

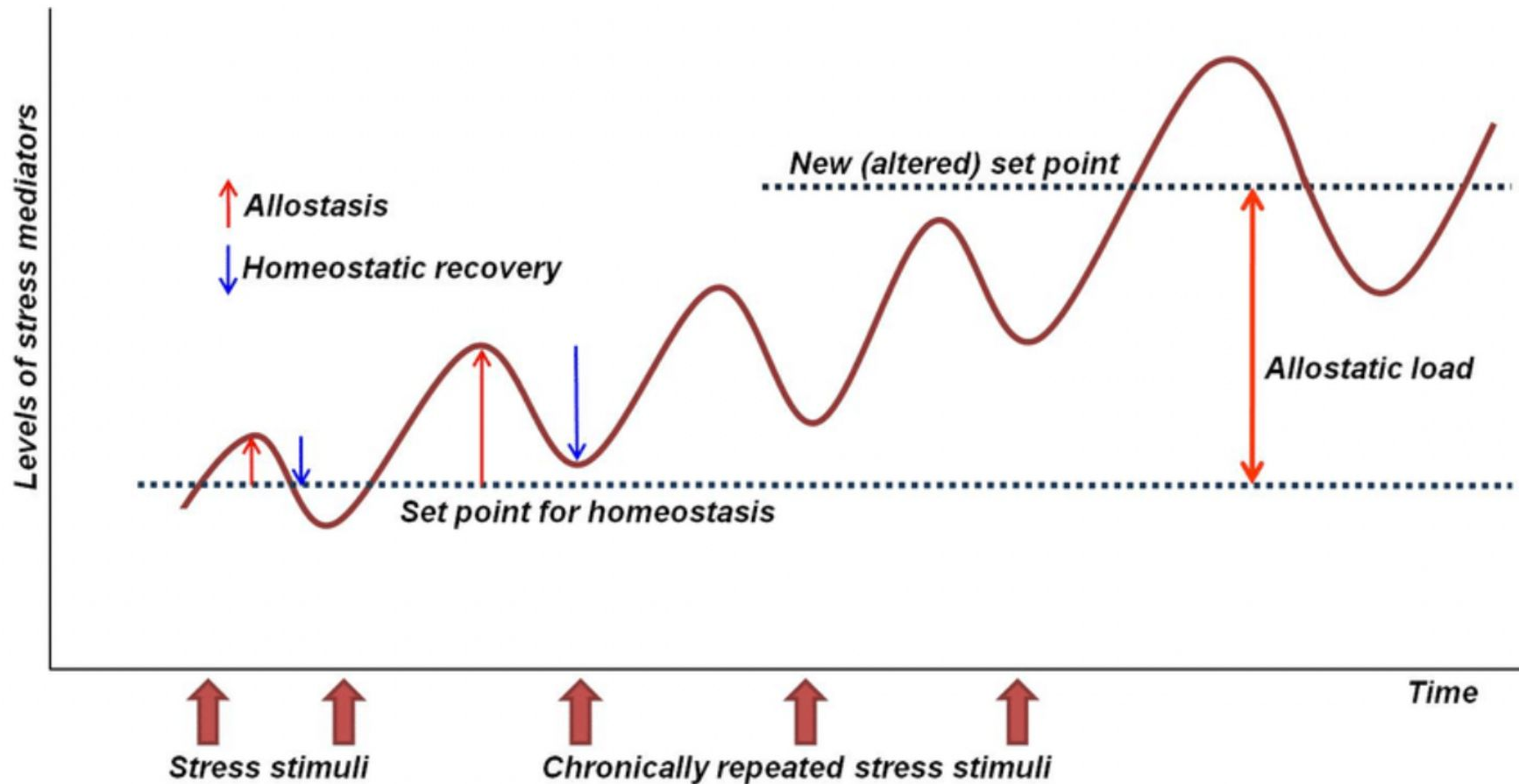


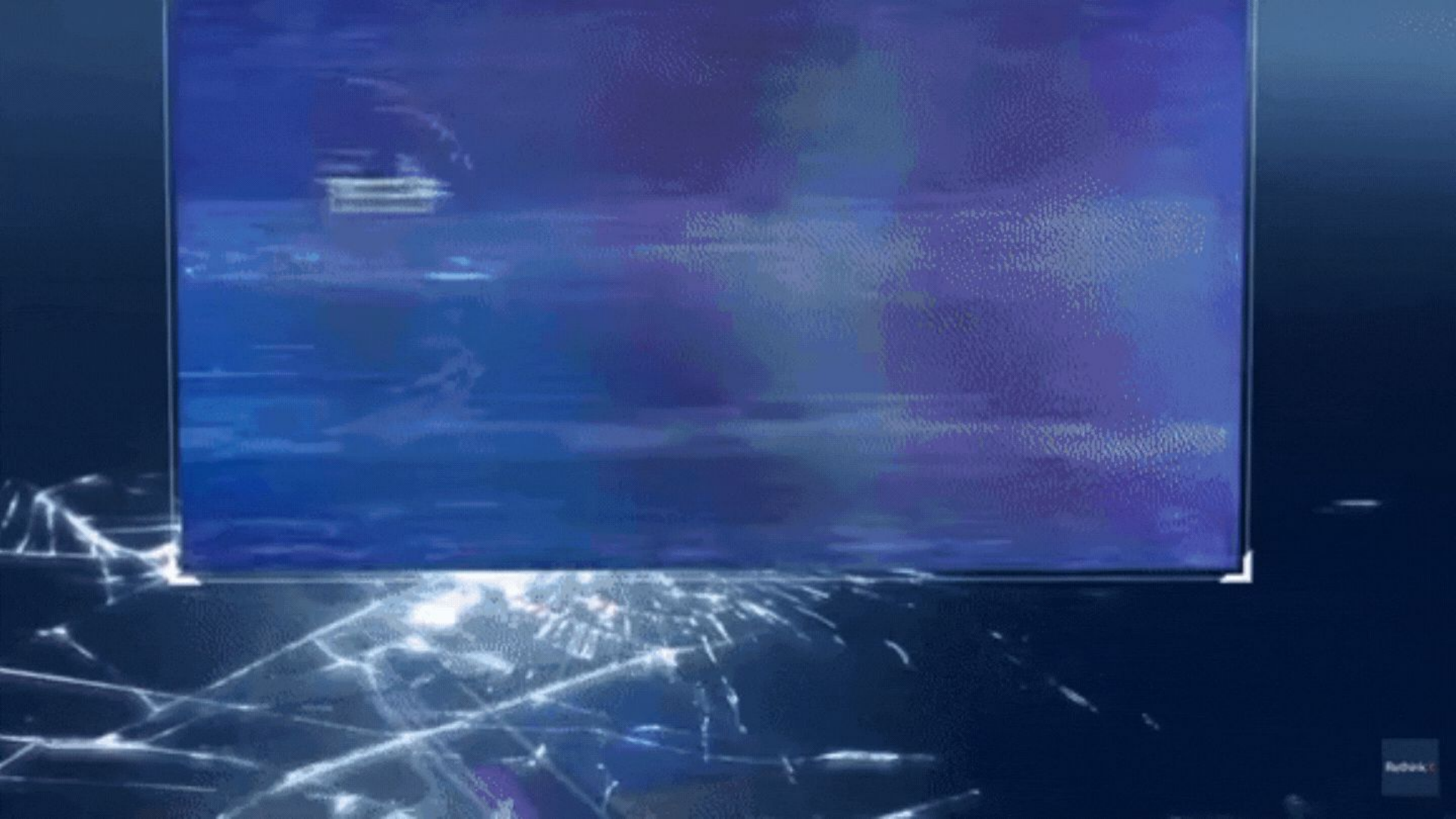






RonanHarrington.co





MYCELUM

CONNECTED HUMAN IMPACT





The alarming truth about how sugar ruins your sleep

How Exercise May Tame Our Anxiety

How to make your phone habits healthier following lockdown

How to live longer: Harvard study reveals how to add DECADE of healthy life

Health and wellbeing: six ways to get back to nature

From revolutionary farming and chicken keeping, to the healing power of trees

Opinion **Mental health**

Need relief from the stress of screen time? There's an app for that

One hour of meditation is enough to reduce anxiety and stress on the heart, study finds

Dangerous 'visceral fat' in body could be reduced by eating more superfood



F
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C
K

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T



BOUNDARYLESS



SURE I CAN
DO THAT!



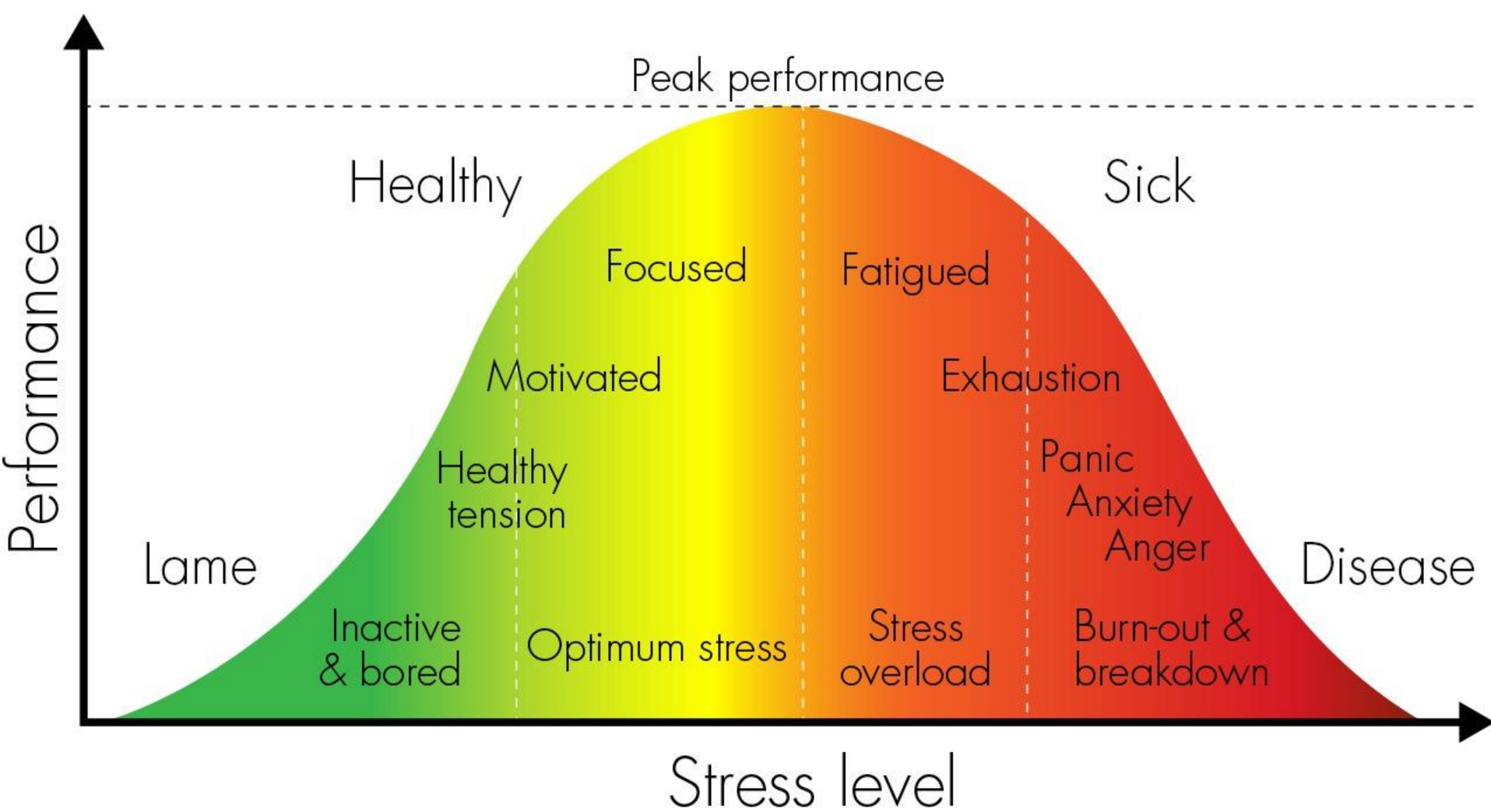


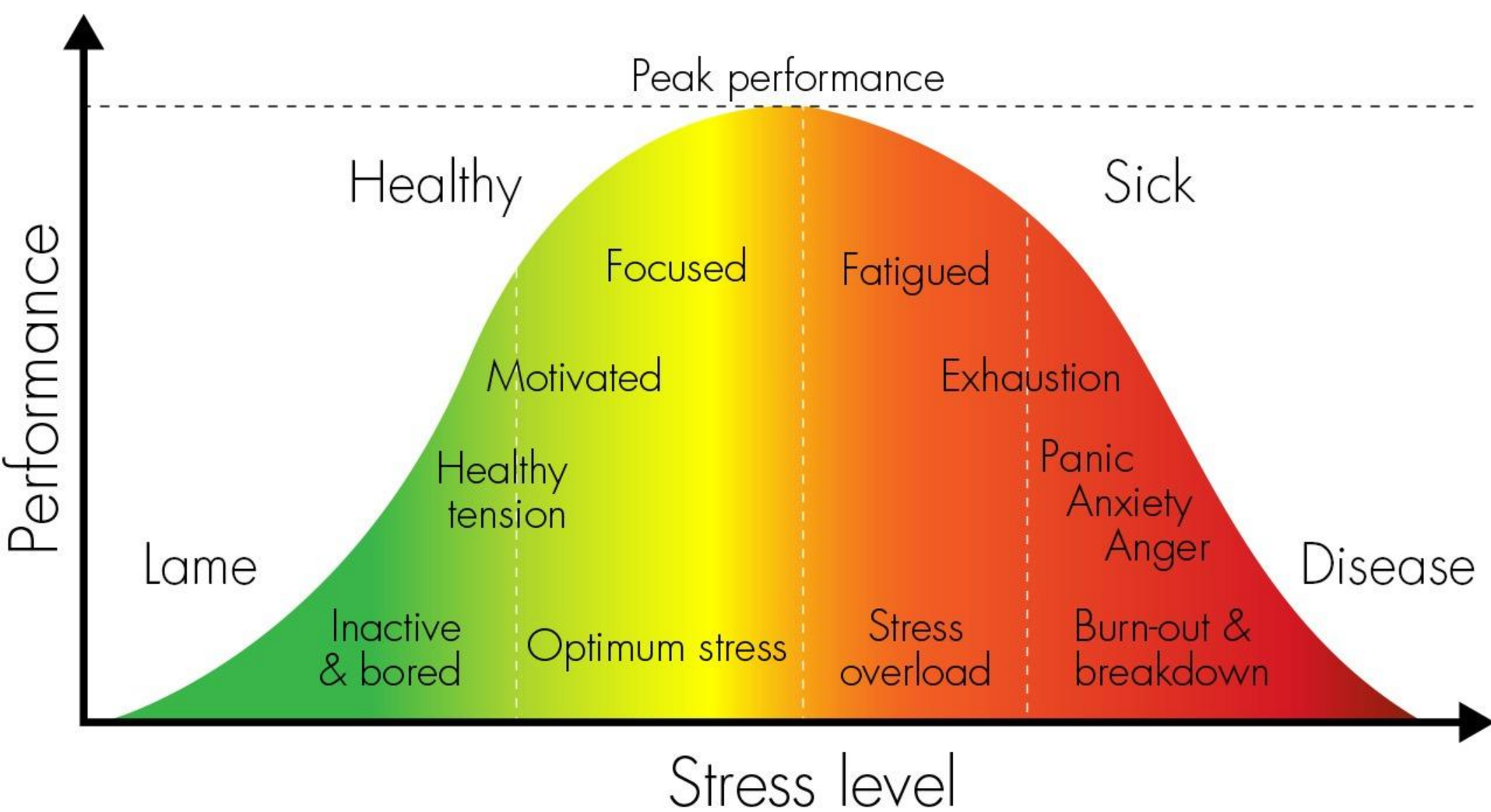








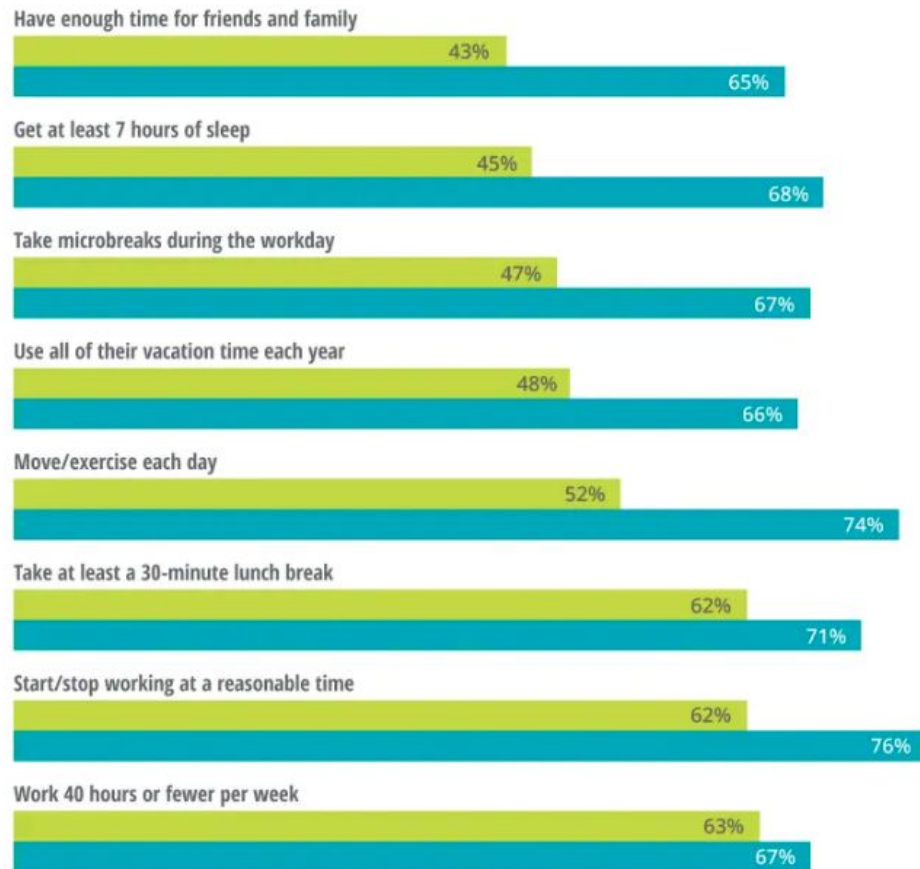




Both executives and employees are finding it difficult to prioritize their health

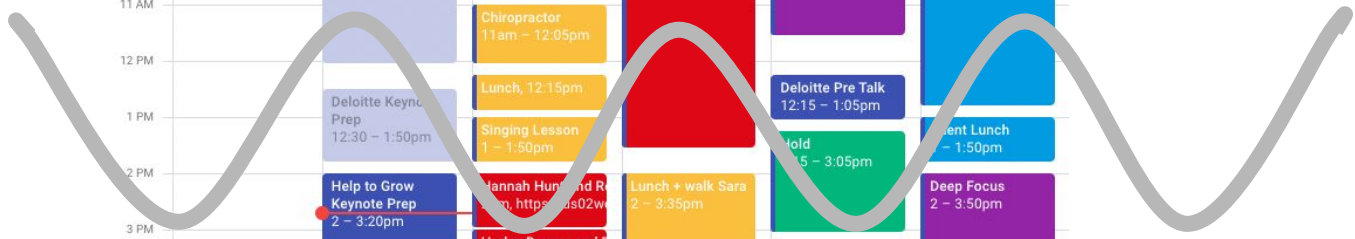
Percentage who selected "always" or "often"

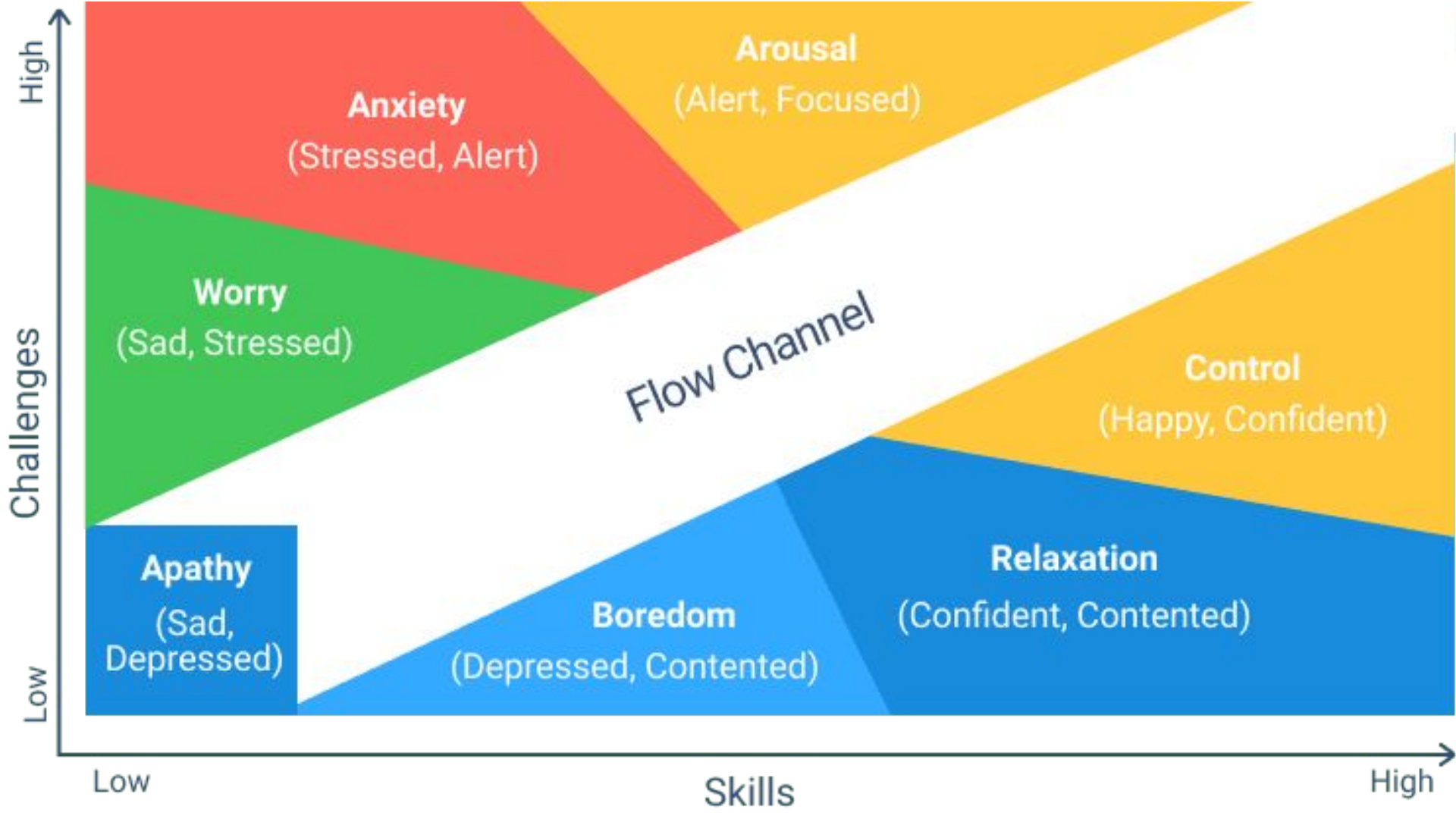
■ Employees ■ C-suite



Source: Deloitte analytics.

	SUN 19	MON 20	TUE 21	WED 22	THU 23	FRI 24
GMT+00			Hilton Garden Inn			
7 AM	Morning Practices 7 - 8:50am	Morning Practices 7 - 8:50am	Morning Practices 7 - 8:50am	Morning Practices 7 - 8:50am	Morning Practices 7 - 8:50am	Morning Practices 7 - 8:50am
8 AM						
9 AM			New Biz 9 - 10:50 Catherine	Help to Grow Bristol Event 9am - 1:35pm	Deep Focus 9 - 11:35am	New Biz 9am - 12:50pm
10 AM		Deep Focus 10am - 12:05pm				
11 AM			Chiropractor 11am - 12:05pm			
12 PM			Lunch, 12:15pm			
1 PM		Deloitte Keynote Prep 12:30 - 1:50pm	Singing Lesson 1 - 1:50pm		Deloitte Pre Talk 12:15 - 1:05pm	Event Lunch 12:15 - 1:50pm
2 PM		Help to Grow Keynote Prep 2 - 3:20pm	Mannah Hunt and R 2pm, https://us02w	Lunch + walk Sara 2 - 3:35pm	Hold 2:15 - 3:05pm	Deep Focus 2 - 3:50pm
3 PM			Harley Brewer and R 3pm, https://us02w		Hold: Keynote (3:30-4:30) 3:15 - 4:35pm	
4 PM		Paul x Ronan Coach 4pm, https://us02w	Train to Bristol 4 - 6:50pm	Deep Focus 3:45 - 5:05pm		Henry Mwphante 4 - 4:50pm
5 PM				Train Bristol to London 5:15 - 7:20pm		
6 PM					Finite Screening 6 - 8:05pm	Dinner and Gig 6 - 9:50pm
7 PM		Dancing 7 - 9:05pm	Client Dinner 7 - 8:50pm			
8 PM						
9 PM						
10 PM						





Daily Resilience Routine

Walk in Nature/
Sunlight

Cold Shower

Intermittent Fasting

2 x 90 Min Deep Focus

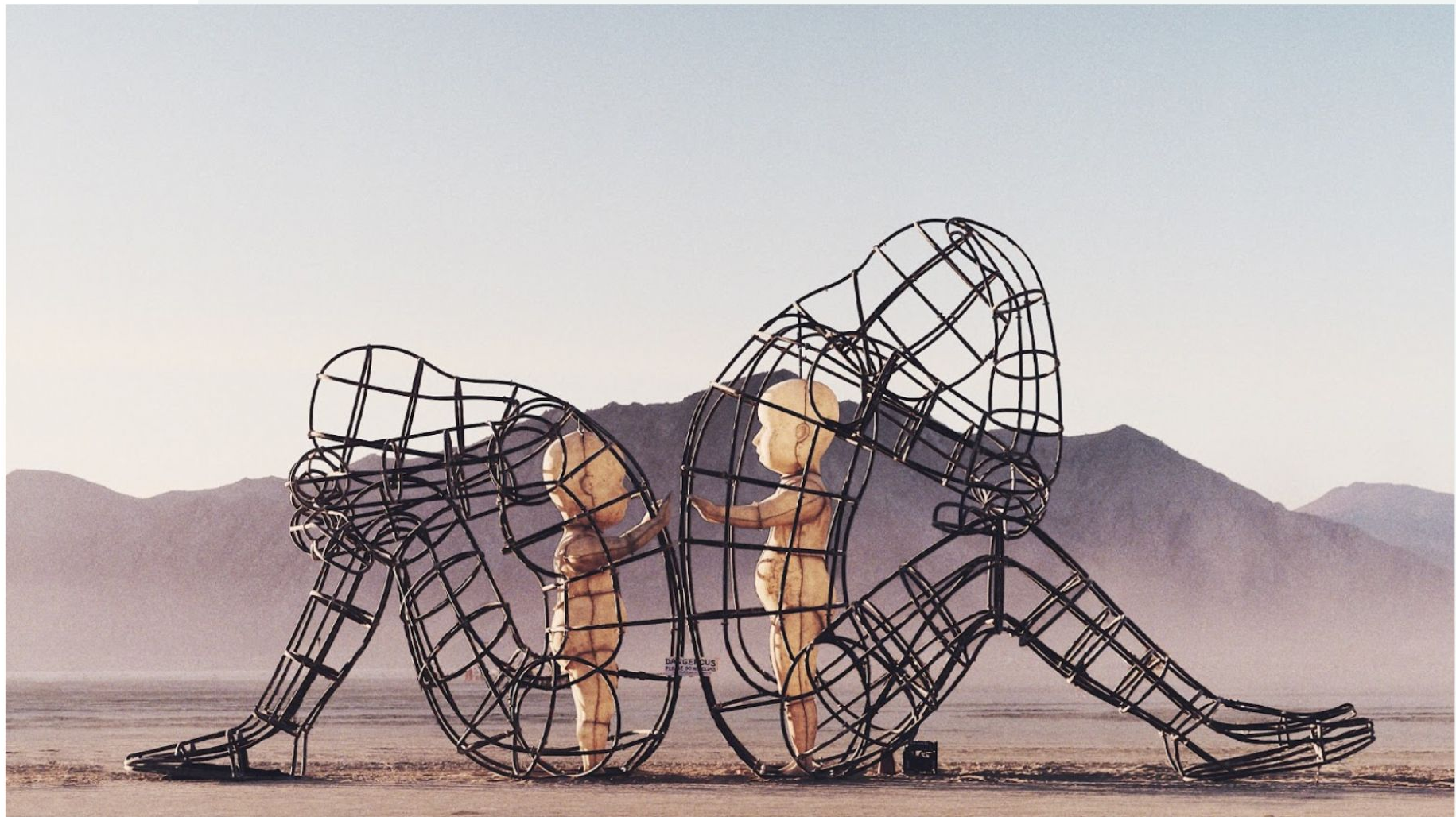
Cardio / Resistance
Training

NSDR
Non Sleep Deep Rest

Meditation

Post Work Transition

Sleep Routine



DANGEROUS
FOR YOUR EYES



"The Achiever"



"The Helper"



"The Approval
Seeker"

PARTS

Unconscious Beliefs that Drive an Extreme Work Ethic

- 1 I will prove my worth through work.
- 2 I can do this on my own.
- 3 I must endure, no matter what.
- 4 I will not show weakness.
- 5 I will work like mother and father (endlessly).



**Why do some burnout and
others don't?**



People who burnout have multiple risk factors



01

High workload + belief 'I must endure' + can't switch off.....burnout



02

High anxiety about work + perfectionism + unsupportive boss.....burnout

03

Lack of boundaries + gives 100% at all times + lack of resources....burnout





Work Burnout Risk Factors



01

High Workload

04

High Anxiety
About Work

07

Lack of
Boundaries



02

Belief 'I Must
Endure'

05

Perfectionism

08

Too Isolated

03

Can't Switch Off



06

Unsupportive
Boss

09

Lack of Resources





SCAN ME



Work Burnout Risk Factors



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High Workload

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Belief 'I Must
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Unsupportive
Boss

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Lack of Resources



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Brochure available: RonanHarrington.co

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the mood elevator

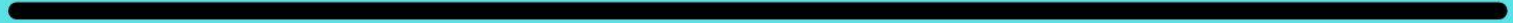


grateful
wise, insightful
creative, innovative
resourceful
hopeful, optimistic
appreciative
patient, understanding
sense of humor
flexible, adaptive
curious, interested
impatient, frustrated
irritated, bothered
worried, anxious
defensive, insecure
judgmental, blaming
self-righteous
stressed, burned-out
angry, hostile
depressed



LEADERSHIP MINDSET

Above the line = Open, curious, committed to learning



Below the line = Closed, defensive, committed to being right

“A talent for *speaking differently*,
rather than arguing well,
is the chief instrument of cultural change”

Richard Rorty



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