

The
S.P.A.C.E.
Professional
Resilience Model™

Trusted HR Partnership *for your business.*



Investing in
people.



Empowering
Leaders.



Nurturing
potential.

Welcome to the Academy!

Expertly equipped through experience in senior human resources roles, providing strategic business partnership and over 15 years working in people facing industries, I've seen first hand how the right guidance can empower individuals to unlock their potential and create positive, productive workplaces.

I believe that people are at the heart of every successful organisation. Whether you need tailored HR advice, leadership development initiatives, support managing ad-hoc projects, or long-term partnership to achieve your people strategy, I'm here to provide solutions that are both professional and personable.

Thank you for considering me as your trusted people partner. I'm proud to lead a consultancy that is committed to making a real difference for the people and businesses I work with.

Louise Mortimer, Founder of Academy HR Limited

Resilient Leadership

Reimagined



Do people challenges in your team never seem to improve despite the leadership techniques and mechanisms you try to implement?



Is there an inconsistent level of psychological safety in your workplace and you're concerned about how this may be impacting your workplace culture?



Perhaps you're experiencing misalignment between expectations vs output? Does it feel like there is a communication breakdown between your leaders and their teams?

If the answer to any of these questions is 'yes', it's time for a cognitive shift.

We can be the most technically skilled person in our field, the "go to" expert for our industry, but if we don't know how to connect with our team as people and understand the context behind their behaviours or thought patterns on a human level, we will miss a golden opportunity to truly become an inspiring (and influential!) people leader.

A new perspective for business leaders.

Exclusive to Academy HR, The S.P.A.C.E Professional Resilience Model™ is a training experience which delves into the core areas for creating human centric, emotionally intelligent, empowered leaders of people.

This cognitive journey invites you to reimagine professional resilience as an evolution of the self-aware leader.



The S.P.A.C.E Professional Resilience Model™



The S.P.A.C.E Professional Resilience Model™ focuses on a theory that human patterns of behaviour are a window into our current state of professional resilience & balance.

It also theorises that the same window can show us clear pathways to building stronger professional resilience as an individual, whilst also developing our emotional intelligence to become a truly humanistic people leader.

Beyond the surface level behaviours which can be seen, felt and observed on a superficial basis, every day, in every basic interaction, there is always deeper context behind why we are triggered in a certain way in the workplace or perhaps why some career experiences can be particularly challenging to overcome.



Learn to lead with purpose, live your values and leave a leadership legacy.

Step 1

*We learn to understand ourselves.
Honestly & openly.*

Step 2

We appreciate how to connect with others on a human level.

Step 3

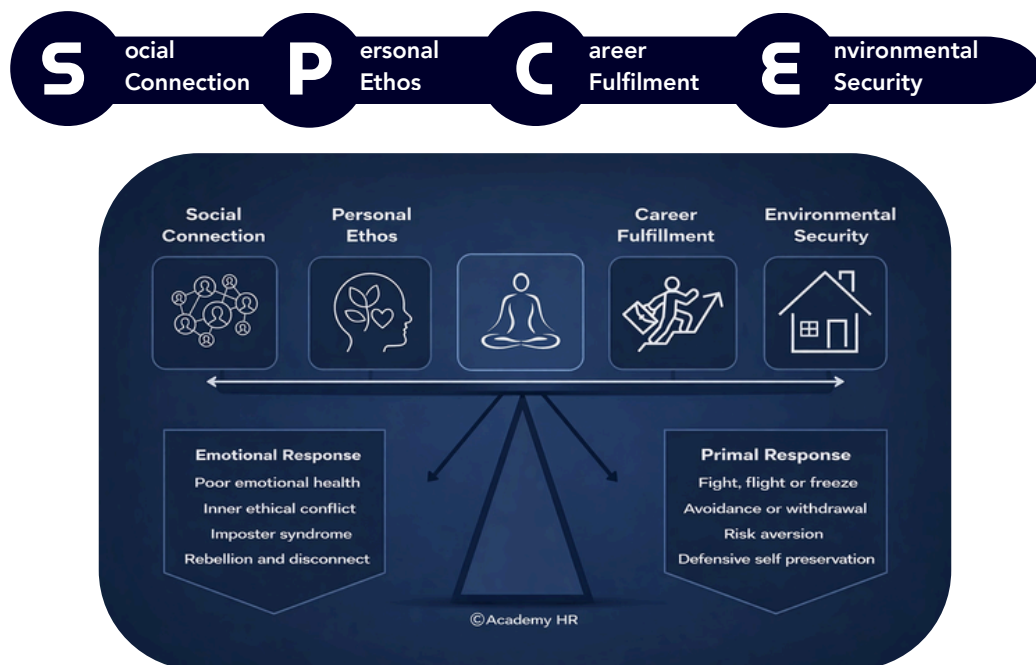
We build psychologically safe, thriving workplaces.

The Self Continuum of Professional Resilience™

Like a see-saw, our professional resilience levels will constantly move up and down. We will never be in one permanent 'state of resilience' because we are human and our cognitive state will naturally respond to what's happening in the world around us.

This is known as the **Self Continuum of Professional Resilience™** under this model.

This is based on a continuum concept where our professional resilience is continually impacted by four key contributing factors:



When all factors are evenly balanced we may feel in control, content and thrive in our professional environment. When the scales tip one way or the other, we may see either emotional or primal responses, a natural human reaction, which directly impacts how we perceive and respond to interactions with others or to situations we are facing in that moment.

S.P.A.C.E Leaders of Professional Resilience™

People leaders who do not have a high level of emotional intelligence or humanistic insights within their leadership toolkit, will struggle to truly connect with their team and are more likely to experience poor workplace culture, heightened staff conflict issues, reduced team engagement, higher absence levels and poor performance with their team.



With the stakes increasing for employers in terms of staff disputes and evolving employment law, people leaders need a cognitive shift now more than ever to support business sustainability.

S.P.A.C.E Leaders of Professional Resilience™ can connect with people on an authentic level. They know how to approach difficult conversations constructively, effectively navigate teams through organisational change, secure a working relationship built on psychological safety and drive high performance like they've never experienced before.

Each area of the S.P.A.C.E Leaders of Professional Resilience™ framework anchors back to the four key contributing factors of the Self Continuum of Professional Resilience™ as follows.



Investing in your *Leadership Team*

The modern working world demands more from business and people leaders than for them to be technical experts, employees are seeking empathy, understanding and authenticity.

The S.P.A.C.E Professional Resilience Model™ has been carefully designed and created from a combination of extensive personal experience, professional experience, real human observation and theory testing in real workplaces.



When you invest in leadership training with Academy HR, you will experience an interactive and engaging workshop environment to support your team to grow and develop.



Ready to invest in your Leadership team?

Contact Louise to discuss how you can introduce The S.P.A.C.E Professional Resilience Model™ into your business.



07840 429651



Louise@academyhr.org.uk

Academy HR Limited
Company No 17036619
Wellesley House
204 London Road, Waterlooville
Hampshire, England
PO7 7AN

ACADEMY
HR 