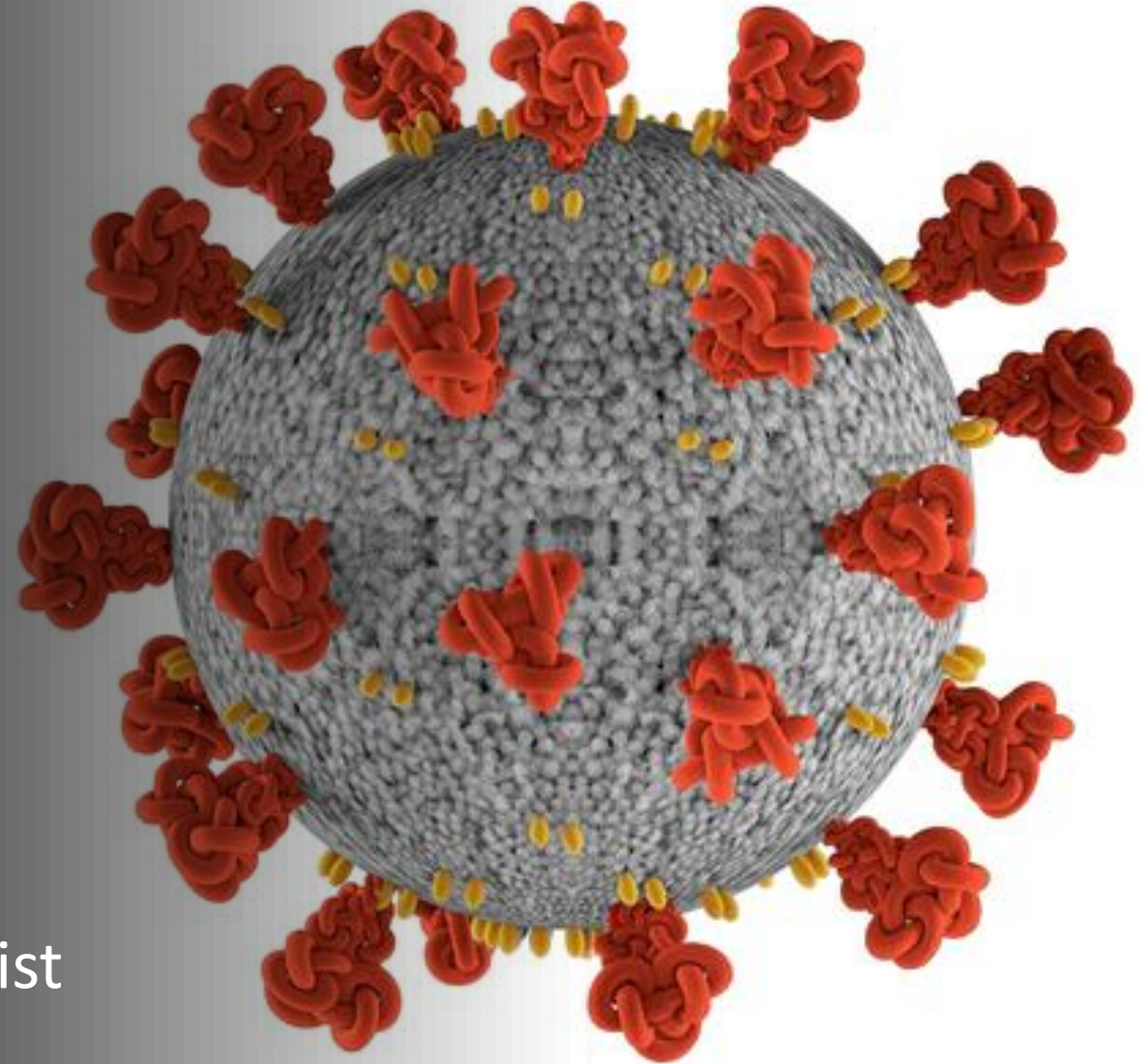


# CAREER RESILIENCE in the SHADOWS OF COVID-19

---

Vivian Blade

Talent & Performance Excellence Strategist





# What is your current employment status?

- A. Still working – no impact on my work hours
- B. Still working – reduced work hours
- C. Laid off
- D. Furloughed
- E. Self employed – little impact on my business
- F. Self employed – big impact on my business
- G. Other (share details in chat box)



Why did you join this  
webcast today?

---

# Today's Outcomes

- How careers and career management is changing
- Fears about your career
- Five principles to strengthen career resilience
- Valuable resources



How are careers changing?  
How is the environment for  
managing your career  
changing?

---



# LAYOFFS



Need for Flexibility





A woman with long dark hair, wearing a green t-shirt, is sitting at a wooden desk. She is holding a white smartphone to her ear with her left hand and a white sheet of paper with her right hand. She is smiling slightly. In front of her is a laptop, a keyboard, and a mouse. To her right, a young child with short black hair, wearing a red sleeveless top, is sitting at the desk. The child is holding an orange pencil and is focused on drawing on a piece of paper. There are several other colored pencils scattered on the desk in front of the child. The background shows a white brick wall and a wooden cabinet with a potted plant on top. A large black circle with a white border is overlaid on the left side of the image, containing the text "Impact on Women & Diverse Populations".

Impact on  
Women &  
Diverse  
Populations

Where is the current focus on talent management within your organization?

- A. Assessing job needs & requirements
- B. Evaluating talent & current skillsets
- C. Upskilling talent
- D. Workforce retention
- E. Evaluating changes in talent development needs and strategy
- F. Transitioning training delivery methods
- G. Rescheduling talent management & development calendars
- H. Selling the importance of talent development
- I. Other (share details in chat box)



# Fears

---

What are you most  
fearful about?





**RESUME**  
Street Name 1  
7000 City Name  
Tel: 0200 555555  
E-Mail: email@domain.com

**SUMMARY**

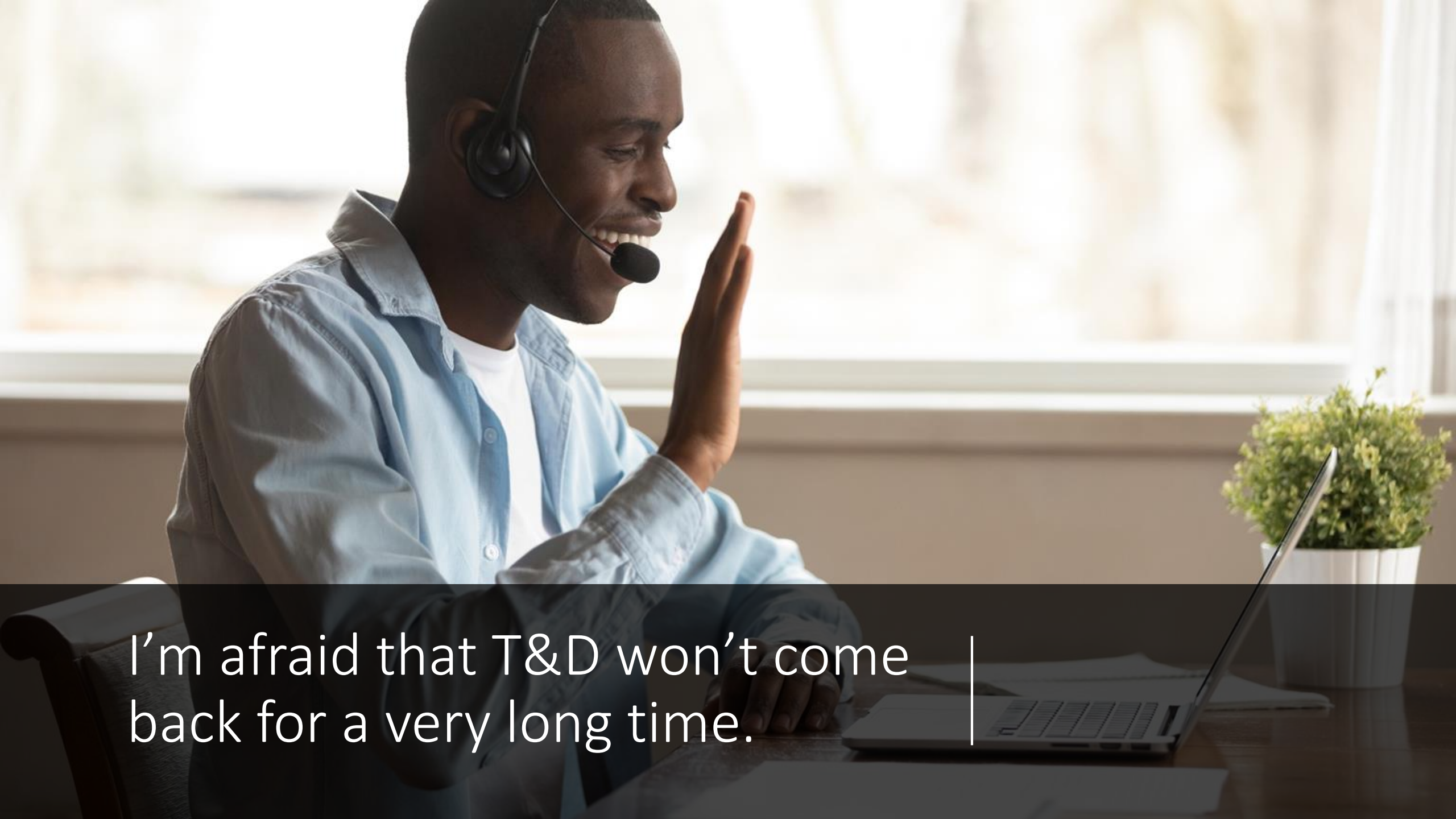
- Experience in commercial e-governance development
- Expert knowledge in programming
- Strong experience in software design and architecture, animation, network programming
- Performance optimization
- 10 years of development experience, worked on projects in various industries.
- Management of a small team of engineers

**WORK EXPERIENCE**

- 01/2007 - Present    Company Name Ltd. (United States)  
**Lead Position Name**  
Working on new innovative project
- Set the vision and target for the organization, manage the team and report to the board.
  - Supervise the work of the team, coordinate the work of the team and ensure the quality of the work.
  - Develop and implement the strategy of the organization, manage the budget and ensure the financial stability of the organization.
  - Manage the relationship with the clients and ensure the satisfaction of the clients.
  - Monitor the performance of the organization and ensure the achievement of the goals.
  - Implement the change management process and ensure the smooth transition of the organization.
  - Manage the risk of the organization and ensure the protection of the assets of the organization.
  - Develop and implement the human resource management strategy of the organization.
  - Manage the relationship with the stakeholders and ensure the communication of the organization.
  - Monitor the performance of the organization and ensure the achievement of the goals.
  - Implement the change management process and ensure the smooth transition of the organization.
  - Manage the risk of the organization and ensure the protection of the assets of the organization.
  - Develop and implement the human resource management strategy of the organization.
  - Manage the relationship with the stakeholders and ensure the communication of the organization.

I'm afraid of losing my job!





I'm afraid that T&D won't come back for a very long time. |



Uncertainty – there's so much out  
of my control. |



A teddy bear is sitting on a wooden floor. The bear is light brown and has a soft, shaggy texture. It is looking towards the camera. The background is a plain, light-colored wall. The overall lighting is soft and natural.

False Evidence  
Appearing Real

F.E.A.R









# 5 Resilience Principles

- Perspective
- Purpose
- Perseverance
- Partnership
- Praise

*“When the going gets tough, the tough get going!”*



**Resilience Principle #1: Perspective**



# Perspective

For talent development, what is the best possible outcome that could result from this experience?







## Resilience Principle # 2: Purpose



# Purpose

What inspires you to show up strong every day?



*The purpose of life  
is a life of purpose.*







**Resilience Principle # 3: Perseverance**







Perseverance

---

*Agility*



Perseverance  
*Courage*









**We will get through this TOGETHER!**



**Resilience Principle # 4: Partnership**



**Resilience Principle # 5: Praise**



What are you  
grateful for today?

Praise







## Career Resilience Requires....


---

- Perspective
- Purpose
- Perseverance
- Partnership
- Praise

# Leading with Resilience: Crisis Survival Guide

<https://vivianblade.com/wordpress/leading-with-resilience-crisis-survival-guide/>

HOME    REPRINTS ARTICLE BANK    LEADING WITH RESILIENCE: CRISIS SURVIVAL GUIDE

 **ivian BLADE** Building Leaders & Developing Excellence

## Leading with Resilience: Crisis Survival Guide

**5 Resilience Principles (videos & team discussion guides):**

[Perspective](#) [Purpose](#) [Perseverance](#) [Partnership](#) [Praise](#)

**Additional Resources:**  
[Stress & Anxiety](#) [Layoffs](#) [Remote / Virtual Workplace](#)

During times of crisis, the weight on leaders' shoulders can be overwhelming. Emotions and stress run high. As a leader, you must find the resilience to get your team and organization through the turmoil with the best outcomes possible. How do you that?

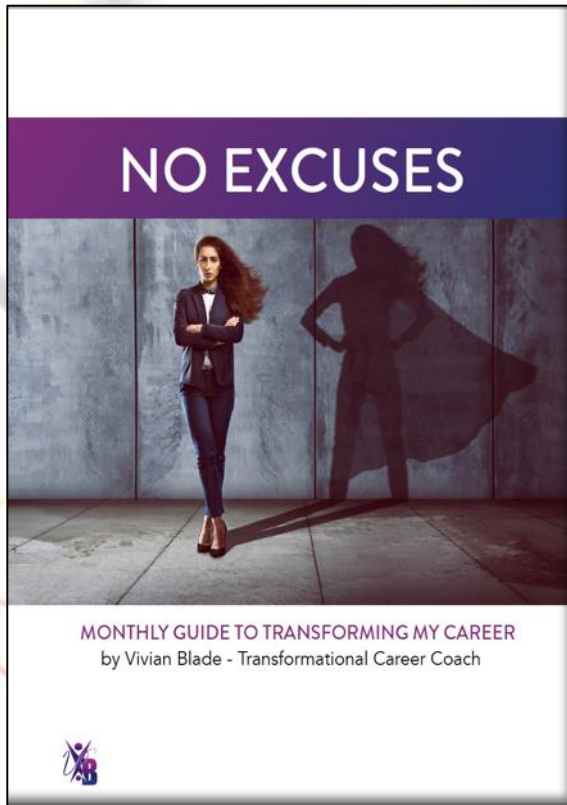
Times like these require resilient leadership. Employees and customers are looking to you for confident guidance and hope. We've never seen times like these. So, I've created a Resilient

[SUBSCRIBE TO MY BLOG](#)

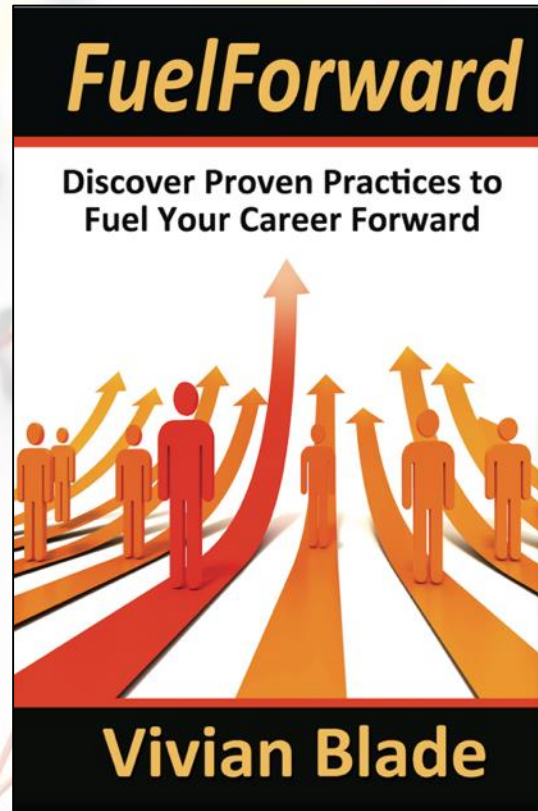
5 WAYS TO BREATHE NEW LIFE INTO YOUR CAREER. CLICK THE IMAGE TO DOWNLOAD YOUR GUIDE...

5 WAYS TO BREATHE NEW LIFE

# Resources / Q&A



<https://tinyurl.com/No-Excuses-Guide>



available at  
**amazon**

## Connect

**LinkedIn**® VivianBlade

**twitter** @VivianBlade

**B** VivianBlade.com

## Contact

[vivian@vivianblade.com](mailto:vivian@vivianblade.com)