

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

# Building Leadership Resilience

A Senior Leadership Mental Wellness Programme

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



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## Programme Overview

This programme is designed for senior leaders who navigate complex challenges and high-stakes decisions. It provides evidence-based strategies to enhance personal resilience and foster a thriving work environment, addressing the unique pressures faced at the executive level.

### Learning Objectives

- ✓ Understand the psychological underpinnings of senior leadership roles, recognizing how these impact personal well-being and decision-making, which is crucial for effective governance.
- ✓ Identify early indicators of executive burnout and learn proactive strategies to prevent its onset, ensuring sustained leadership capacity and personal health.
- ✓ Develop practical techniques for managing emotions effectively under intense pressure, leading to improved composure and clearer strategic thinking.
- ✓ Differentiate between healthy ambition and detrimental over-drive, cultivating a balanced approach to performance that prioritizes long-term effectiveness and well-being.
- ✓ Learn to foster a culture of psychological safety within their teams and organizations, empowering employees and enhancing overall team performance.
- ✓ Implement actionable plans to integrate resilience-building practices into daily leadership routines, promoting sustained personal and organizational health.

#### WHO SHOULD ATTEND

This programme is ideal for senior managers, directors, Vice Presidents, and executives at similar levels seeking to enhance their leadership effectiveness and personal well-being.

## Programme Content

### 1. The Psychology of Senior Leadership

Senior leadership roles often come with unique psychological demands, including heightened isolation, immense accountability, and a strong identification with one's professional position. Understanding these dynamics is the first step towards mitigating their potential negative impact. This session explores how these factors can influence decision-making, stress levels, and overall job satisfaction. We will discuss research-backed methods to navigate these pressures, ensuring leaders can maintain perspective and well-being while fulfilling their demanding responsibilities.

 **Activity: Group reflection on personal leadership challenges.**

### 2. Recognising and Preventing Executive Burnout

Executive burnout is a significant risk for senior leaders, characterized by emotional exhaustion, cynicism, and reduced personal accomplishment. This module will equip you with the knowledge to recognize the subtle and overt signs of burnout in yourself and your teams. We will delve into evidence-based strategies for proactive prevention, including effective stress management techniques, boundary setting, and the importance of recovery. Learning to manage your energy reserves is critical for sustained leadership effectiveness and preventing long-term health consequences.

 **Activity: Individual assessment of burnout risk factors.**

### 3. Emotional Regulation Under Pressure

High-pressure situations are inherent to senior leadership. This section focuses on developing robust emotional regulation skills to maintain composure and clarity when faced with adversity. You will learn practical, scientifically supported techniques to manage stress responses, process challenging emotions constructively, and respond thoughtfully rather than react impulsively. Mastering emotional regulation is key to making sound judgments, fostering trust, and leading teams effectively during turbulent times.

 **Activity: Paired practice of emotional regulation techniques.**

#### 4. Sustainable High Performance vs. Toxic Drive

Distinguishing between healthy ambition and a detrimental, relentless drive is crucial for long-term leadership success and personal well-being. This module explores the psychological differences and consequences of each approach. We will examine how a focus on sustainable performance, characterized by balance and mindful effort, leads to greater fulfillment and enduring impact. Conversely, toxic drive can lead to burnout and strained relationships, ultimately undermining effectiveness. Participants will learn to cultivate habits that support authentic, high achievement without sacrificing health.

 **Activity: Case study analysis of leadership drive.**

#### 5. Creating a Psychological Safety Culture from the Top

As senior leaders, your actions and attitudes profoundly shape the psychological safety within your organization. This session focuses on understanding what psychological safety means – an environment where individuals feel safe to take risks, speak up, and be themselves without fear of negative repercussions. You will learn practical strategies, grounded in behavioural science, to model vulnerability, encourage open communication, and foster a climate of trust and respect, thereby enhancing innovation and team cohesion.

 **Activity: Group brainstorming on fostering psychological safety.**

#### 6. Integrating Resilience into Leadership Practice

Building resilience is not a one-time event but an ongoing practice. This final module focuses on translating the learnings from this programme into tangible actions within your daily leadership role. We will guide you in developing a personalized resilience action plan, identifying specific habits and strategies to embed self-care, mindful leadership, and supportive team dynamics into your routine. This proactive approach ensures that you not only sustain your own well-being but also cultivate a more resilient and effective organization.

 **Activity: Development of personal resilience action plans.**

## Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Communicate programme benefits and importance to senior leadership team.	HR/Manager	Week 1	Emphasize the link between leader well-being and organizational performance to gain buy-in.
Schedule and promote the 'Building Resilient Leaders' programme.	HR	Month 1	Ensure clear communication regarding the programme's objectives and target audience.
Identify and engage internal champions for resilience initiatives.	Manager	Week 2	Select leaders who demonstrate strong potential to advocate for and model resilience practices.
Provide resources and tools for continued resilience development post-programme.	HR	Month 1	Curate a list of recommended readings, apps, or workshops for ongoing learning.
Incorporate resilience metrics into leadership performance reviews.	HR/Manager	Month 2	Develop a framework to assess and encourage leaders' demonstrated commitment to resilience.
Establish regular forums for leaders to share challenges and best practices in resilience.	Leadership	Quarter 1	Create a peer support network to reinforce learning and collective growth in resilience.

## About Manas



### Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

### Manas – Center for Mental Wellness & Counselling

A MSME-registered organisation dedicated to evidence-based mental wellness.

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**Disclaimer:** This document has been prepared by Dr. Priya Dubey Sharma – Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance – organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential – prepared specifically for the named organisation. For queries: [manu@manas365.com](mailto:manu@manas365.com) | +91 99818 13224