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COURSE BROCHURE

Resilient Team Design Training Course for Team Leaders

1 – 5 February 2027
Geneva

jupiterprime.uk

info@jupiterprime.uk

Registered in the United Kingdom and Saudi Arabia

Resilient Team Design Training Course for Team Leaders

Ref: 1754_64349 **Date:** 1 – 5 February 2027 **Location:** Geneva **Fees:** 6500 GBP

Resilient Team Design is a 1-week training course for team leaders and line managers who want their teams to absorb setbacks, recover quickly and keep performing, and it ends with each participant drafting a Team Resilience Charter. Sustained workloads, frequent reorganisation and thin staffing now test teams more than individuals, so resilience has to be built into routines and roles. The course is delivered by Jupiter Prime Training.

Why Resilient Team Design Matters Now

Three forces shape team resilience today: lean staffing that leaves little slack when a colleague is absent, rapid shifts in priorities that drain energy, and rising expectations from employees that leaders protect their wellbeing. A team that is designed for recovery keeps service levels steady, retains skilled people and learns from each disruption. A team relying on heroic effort burns out its strongest members. The course draws on recognised psychological safety research, capacity planning practice and after-action review methods from emergency services and project delivery.

Who Gains Most from Resilient Team Design

- Leaders responsible for the daily allocation of work across a small group
- Supervisors who handle absence cover, shift swaps and peak demand periods
- Line managers accountable for staff wellbeing and retention in their unit
- Project leads who must steady a delivery group after a missed milestone
- Team coordinators who run regular check-ins and escalation routes

Peer leaders from one department gain most together, agreeing shared buffers and cover across neighbouring units.

Resilient Team Design Capabilities

Participants learn to treat resilience as a property of how work, relationships and recovery are arranged, rather than a trait individuals either have or lack.

- Assess a team's strain points using workload, absence and turnover signals — informing where the leader intervenes first
- Design workload buffers and cross-cover arrangements — serving operations managers who need continuity
- Build norms that make it safe to raise concerns early — serving team members and their leader
- Apply a structured setback review after a disruption — informing what the team changes next
- Specify recovery routines that follow intense periods — serving staff wellbeing and retention
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Communicate the resilience arrangements to senior stakeholders — securing support and resources

Key Resilient Team Design Terms

- Team resilience — the capacity of a group to absorb pressure, adapt its working pattern and recover its performance after disruption.
- Psychological safety — a shared belief that team members can speak up, admit errors and ask questions without fear of blame.
- Workload buffer — deliberate spare capacity held in a schedule so that surprises do not overload the team.
- Cross-cover matrix — a grid showing which members can step into which tasks when a colleague is unavailable.
- Setback review — a short, blame-free meeting after a disruption that records what happened, why, and what changes next.
- Recovery routine — a planned pause or lighter period that lets people restore energy after a demanding stretch.

Resilient Team Design Day by Day

Day 1: Pressures Acting on Modern Teams

- Strain Signal Scan — Spotting Early Warning Signs in Workload Data
- Absence and Turnover Patterns — Locating Fragile Roles in the Unit
- Single Points of Failure Map — Deciding Which Dependencies to Reduce
- Team Energy Curve — Linking Peak Periods to Fatigue Risks
- Resilience Baseline Survey — Setting a Starting Point for Improvement

Day 2: Capacity, Buffers and Cover

- Capacity Planning Grid — Matching Available Hours to Committed Work
- Workload Buffer Sizing — Choosing How Much Slack to Protect
- Cross-Cover Matrix — Assigning Backup Owners for Critical Tasks
- Skills Rotation Schedule — Spreading Knowledge Beyond Key Individuals
- Demand Triage Rules — Agreeing What Waits When Capacity Drops

Day 3: Trust, Voice and Support Networks

- Psychological Safety Indicators — Judging Whether Concerns Surface Early
- Speak-Up Norms Agreement — Setting How Bad News Travels Upward
- Peer Support Pairs — Arranging Who Checks In on Whom
- Escalation Ladder — Clarifying When a Problem Leaves the Team
- Leader Response Scripts — Reacting to Mistakes Without Blame

Day 4: Recovering and Learning from Setbacks

- Setback Review Format — Capturing Causes Within Days of a Disruption
- Contributing Factors Chart — Separating System Causes from Individual Error
- Recovery Routine Design — Scheduling Lighter Periods After Intense Work
- Return-to-Rhythm Plan — Restoring Normal Cadence After Disruption
- Lessons Register — Turning Reviews into Lasting Practice Changes

Day 5: Practising the Team Resilience Charter

- Applied Strain Scan — Prioritising the Team's Three Weakest Points
- Buffer and Cover Rehearsal — Testing Arrangements Against a Live Scenario
- Simulated Setback Review — Running the Format with Peer Observers
- Stakeholder Briefing Pitch — Winning Senior Backing for Changes
- Team Resilience Charter — Completing Commitments, Owners and Review Points

Applying Resilient Team Design After the Course

- Build a cross-cover matrix with the team and test it during the next planned absence.
- Run a setback review within one week of the next disruption and log the agreed changes.

Resilient Team Design Questions FAQ

What is resilient team design and why does it matter now?

Resilient team design is the deliberate arrangement of workload, cover, trust and recovery so a team withstands disruption. It matters now because lean staffing and shifting priorities expose teams that depend on individual heroics, raising burnout and turnover.

Which roles gain most from resilient team design training?

Team leaders, supervisors and line managers who allocate daily work gain most. They control the buffers, cover arrangements and meeting routines that decide whether a team bends or breaks under pressure.

How does resilient team design differ from a personal resilience course?

Resilient team design works on the system around people, not individual coping. It changes capacity plans, cover grids, speak-up norms and setback reviews that protect the whole group.

What do you bring back from resilient team design training?

You bring back a drafted charter for your own team. It names the team's strain points, buffer and cover arrangements, speak-up norms, setback review format and recovery routines, each with an owner and a review point.

Resilient Team Design: The Way Forward

The Team Resilience Charter gives each leader a working document for the next quarter. Its first use is deciding which single point of failure to remove, and it is shared with the team and the leader's manager. After the first real disruption, the charter is worth revisiting to see whether buffers held and whether concerns surfaced early enough.