



# **JIM HARSHAW, JR.**

*Clarity of Action. Peace of Mind.*

Success Through Failure Podcast

Action Plan Episode #426

## **From Fragile to Agile: 9 Ways to Fortify Your Team's Resilience**

Why do some teams work seamlessly, outperforming expectations and pushing through setbacks— while others crumble under the weight of pressure, infighting, and a lack of collaboration and trust?

Join me as I share 9 battle-tested strategies to create an unshakeable, resilient team that not only works great together but thrives under any circumstance.

These strategies are designed to boost your team's resilience, whether you're a corporate leader, a sports coach, or even a family head aiming for stronger family unity at home.

This isn't about motivational talks or outdated advice. I'm exposing the practical, raw techniques that'll guide you to your next level of leadership. From harnessing the power of open communication to leveraging success through failure, these strategies will ignite the fire in your leadership style and those you lead. So if you're tired of watching your team crumble in the face of adversity, you're in the right place.

But tuning in is just the beginning. Now, I've got a challenge for you: After listening to this episode, let me know which strategy resonates with you the most and that you'll likely apply within your team. Share it on social media, don't forget to tag me and use #STFpod. Let's make good leadership contagious. 💪

### **Top Quotes From This Episode**

*"Our people, they're not machines. They're not widgets. You have to bring people together and have them do team building activities."*

*"Change is constantly happening. And if you're not prepared for that, you're not going to be a resilient team."*

*"Everybody wants to be good at what they do. Our jobs are not just about making money. It feels good to be good at what you're doing. So celebrate those small wins."*

*"We have to be adaptable. We have to understand that there's a world that's coming that's different than the world that was behind."*

*"Acknowledge and learn from failures. Instead of punishing mistakes, look at them as learning opportunities."*

## **Show Notes**

**This episode touches on the following key topics and ideas:**

- **How NOT to build a resilient team (2:47):**
  1. Success is all about me as the leader
  2. A leader who sees people as machines and widgets just to be pushed
  3. A leader who makes unilateral decisions and doesn't take anything into consideration other than themselves and what they think and feel

### **9 Ways to Build a Resilient Team**

- 1. Shared Vision and Purpose (4:56):** A team that understands and believes in a shared vision is more likely to stay cohesive during tough times. They're going to get more done and be more resilient.
- 2. Open Communication (7:11):** A culture where team members feel safe to express concerns, share ideas, and admit mistakes fosters resilience.
- 3. Regular Team Building Activities (8:41):** Strengthening interpersonal relationships among team members builds trust and unity.
- 4. Invest in Continuous Training (11:24):** Ensuring that your team constantly upgrades their skills and knowledge makes them more adaptable to change.
- 5. Empower Decision Making (13:00):** When team members feel they have agency, they take ownership of outcomes and can bounce back faster from setbacks.
- 6. Celebrate Small Wins (13:55):** Recognizing and celebrating small achievements boosts morale and reminds the team of their capabilities.
- 7. Feedback Loops (15:18):** Regular feedback sessions ensure that everyone knows where they stand and what areas need improvement.

- 8. Foster a Culture of Adaptability (18:03):** Look around you! Things are changing! Economy, Tech, Generational changes... adaptability is key. Encourage a mindset that is open to change and innovation.
- 9. Acknowledge and Learn from Failures (21:32):** Instead of punishing mistakes, use them as learning opportunities. This approach encourages a growth mindset.

### **List of Resources Mentioned in the Episode**

Dale Carnegie's book, ["How To Win Friends & Influence People"](#)

### **Want to talk to a personal performance coach?**

Want to consider executive life coaching? Claim a spot on Jim's calendar for your free one-time clarity call: [JimHarshawJr.com/APPLY](http://JimHarshawJr.com/APPLY)

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### **Other Episodes Referenced**

[#278 The Dos and Don'ts of World-Class Leadership from the Expert Himself: Ken Blanchard](#)

[#348 How to Confidently Identify Your BHAG Even If You're Not Sure Where to Start](#)

[#364 Habits, Routines, and Tactics for Building Success Despite All Odds: The Story of Cody Smith](#)