

Harnessing Mental Resilience as Leaders

Azran Osman-Rani, CEO of Naluri (ex-CEO of AirAsia X, ex-CEO of iFlix) shares his thoughts on how you can harness mental resilience to steer your teams through the storm, and onto road to recovery.

Key Insights

1 Take on the role of a coach to help employees succeed

In general, we are three times as likely to succeed with a coach guiding us along. Create a safe space for your team to share issues and motivations. Identify problems, give feedback/solutions and set goals – go through this cycle in short sprints so there are checks on progress.

3 Crisis leadership traits

Composed: When you are being tested, maintain composure and be ready for action.
Curious: Think of new possibilities to solve problems, but be conscious of your biases and avoid only thinking about past successes.
Endurance: The challenging environment is likely to last for a while. It is crucial that you have the stamina to last the distance.

5 Destigmatise mental health

As leaders, make it a point to endorse and reinforce the importance of an integrated health program that also encompasses mental health. Remind your employees that information is kept private and provide digital avenues for mental support, so services can be accessed at their own convenience and privacy

2 Stress can help improve performance

The creation of positive stress (also known as eustress) can allow certain employees to rise to the occasion and improve performance. Be mindful though that they will need to know how to channel eustress into positive outcomes – so equip them with the right tools and skills.

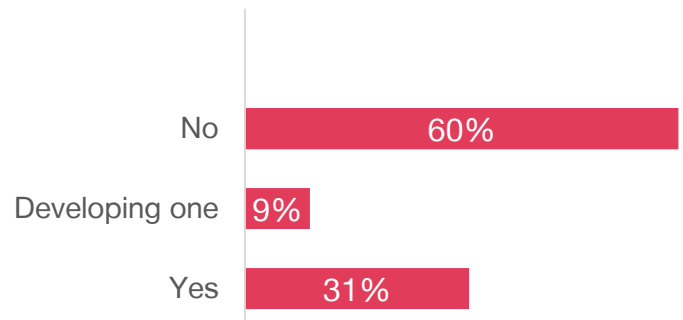
4 Flatten the stress curve by using 'how' instead of 'why'

The language you choose to use can have a direct impact the mental health of others. 'Why' statements tend to be accusatory and demoralising. Asking questions like "How can we prevent this from happening again?" encourages an empathetic and collaborative approach to problem solving.

Live Poll

*Conducted with 200 business leaders live on the webinar

Does your organisation have a structured employee program in place to address mental health and resilience?



Out of those who answered yes, only 40% had programs in place with measurable success metrics.

Watch Webinar Recording



Click to access the full webinar recording where Azran also addresses FAQs from leaders all over Asia.