

The 4R's For Today's Workplace: Reintegration, Reinvention, Reflexivity & Resilience!

The workplace has changed dramatically in recent years. Many organizations now operate in fully remote environments, others are returning to shared physical spaces, and many are experimenting with hybrid or flexible models. Teams are navigating new expectations, new rhythms, and new ways of connecting and collaborating.

In the midst of this ongoing evolution, leaders are asking:

How do we support our teams through continual transition?

How do we create clarity, direction, and a positive culture when the terrain keeps shifting?

In this workshop, you have the opportunity to be an active part of discussions around how to positively influence the culture of your team and your workplace community. We will be rethinking the future of how to work together, support each other, wrestle with our fears and challenges about reintegrating, get creative about the opportunities in front of us, and tap into our resilience to stay renewed and replenished as we do so.

This half-day workshop provides evidence-based practices and practical tools to help you lead and work more effectively in this era of change. Built around Deborah's 4-R Framework—**Reintegration, Reinvention, Reflexivity, and Resilience**—the session explores how teams and leaders can adapt skillfully while staying grounded in wellbeing and connection.

Deborah will guide you through strategies for:

- **Reintegration:** support smooth transitions between work environments, roles, and team dynamics; explore what has changed and what was good that we don't want to lose; use transformational questions to get creative about opportunities to move forward positively.
- **Reinvention:** re-imagine processes, structures, and ways of working that align with today's realities; rethink not only how we do our work, but how we "work together" differently.
- **Reflexivity:** use self-awareness and reflective practice to navigate complexity with intention; build social reflexivity (social and emotional team support).
- **Resilience:** strengthen the individual and collective capacity to flourish through uncertainty; 3 questions that resilient people ask themselves; explore triggers that take us into vicious cycles and how to develop resilient ones to replace them.

This interactive workshop will help you cultivate a workplace where people can thrive—no matter how the landscape continues to evolve.

About Deborah Connors

A captivating speaker, storyteller, author and workplace coach, Deb researches the latest breakthroughs in workplace wellness around the globe. She is the author of ***A Better Place to Work: Daily Practices That Transform Culture***, and co-author of

Conversations Worth Having With Yourself: A CWH QuickStart Guide for Building Resilience.