

PIVARO Spark – Resilience & Self-Management

Strength for Leading Through Change – Building Resilience

“I am running out of steam – relentless change, fading motivation. What can I do as a leader to strengthen my own resilience?”

Leaders are not machines. Those who continuously manage change, stand behind decisions and provide stability for their teams need a stable foundation of their own. Resilience – the ability to respond constructively to sustained pressure – is not an innate trait. It is a capability that can be developed, strengthened and practised.

Acceptance as the starting point

Resilience does not begin with strength, but with honesty. Accept that not everything will go to plan, that objectives may sometimes need to be relinquished and that setbacks are part of the process. Those who face reality rather than resist it regain room for manoeuvre – and the clarity to recognise new opportunities and alternative solutions.

Self-responsibility instead of helplessness

When attention remains fixed on what lies behind us – on decisions we were unable to make, on strategies that had to be abandoned – a sense of helplessness can take hold. The alternative is to focus on where you still have agency. What can you influence? Where does your responsibility lie? This mindset is not about glossing over reality – it is the foundation for sustainable effectiveness.

Focus on what is working

In demanding times, our attention often narrows to problems and obstacles. Resilient leaders deliberately focus on what is working. They know their strengths, draw confidence from past successes and trust their ability to navigate new challenges. Make use of your networks: exchange perspectives with colleagues. Accepting support and sharing experience strengthens your resilience. When you focus on what is succeeding, you gain energy – and offer confidence to those around you.

Discipline, continuity and small steps

Resilience is not demonstrated in grand gestures, but in everyday practice. Pursue your responsibilities with discipline. Do not allow setbacks to derail you. Keep achieved goals in view – and acknowledge even small steps forward. Continuity is an often underestimated success factor.

You are the role model

“You can only ignite in others what is already burning within you.” What you embody is transferred to your team. When leaders have learned to respond constructively to uncertainty and pressure, they give their teams something essential: orientation, stability and the quiet assurance that it can be done.

PIVARO Takeaway

Resilience is not a question of character – it is a question of mindset. Those who learn to accept setbacks as part of the journey, take responsibility where it truly lies and focus on what is within their control do not only lead others more effectively – they also lead themselves with greater clarity and strength.