



FEARLESS RESILIENCE

Pressure is the job description.
Fearless Resilience makes sure
your people are equipped for it.



PART OF THE FEARLESS ACADEMY

ABOUT THIS PROGRAMME



The food industry is a high pressure place to work. It has always run on the assumption that people will get on with it - absorb the pressure, manage the pace, navigate the conflict and keep delivering. No one asks how. No one gives them the tools. The expectation is often that if you're good enough for the job, you're tough enough for the environment.

Often the most conscientious, technically competent, creative, and greatest team players in the room quietly sink. Not because they can't do the job. Because nobody equipped them for the human side of it.

Fearless Resilience changes that. A full-day programme that opens up honest conversation about pressure, practical tools for managing it, and the realisation that they are not alone in finding it hard sometimes. It starts with honesty — about pressure, about what it actually costs people, and about why no one usually talks about it. People leave better equipped — with a Personal Resilience Toolkit that's written, practical and theirs to keep.

WHO IT IS FOR

Technically strong people who find the human side of the job harder than anyone acknowledges – the professionals who carry enormous responsibility from early in their career.

Managers who are delivering well on the outside and quietly running low on the inside - the ones who absorb everything and say nothing, because that's just how the industry works.

Teams where 'getting on with it' has become the unspoken expectation - and where that expectation is quietly costing the business its best people.

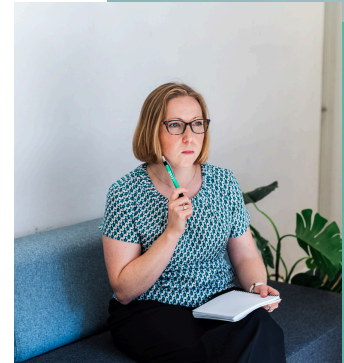
Organisations who want to invest in their people in a way that actually makes a difference - not a wellbeing tick-box, but practical tools that stick.

PROGRAMME FORMAT



Pre-Programme

Participants receive a short self-reflection prompt before the day. They consider their current relationship with pressure, what is making the biggest demand on them at work right now, and what they are hoping to take away.



Full Day

A full day covering why you react the way you do under pressure, how to manage your load before it tips, how to reframe difficulty and how to build the support around you. The Fearless Resilience Workbook is active throughout, in real time.



Action Learning Set

A two-hour follow-up session in small groups of five. Participants bring real situations back to the room, share what has happened since the day and get honest peer input. This is where the learning becomes practical rather than theoretical.



INVESTMENT



Standard programme from £5,500 + VAT.

Available for cohorts of up to 10 people.

Intact team cohorts only — no mixed-organisation groups.

The Fearless Resilience Workbook is included.

Bespoke options tailored to your business at additional cost.

WHAT PARTICIPANTS WALK AWAY WITH



They'll leave knowing that resilience is a skill — not a personality trait.

When someone stops thinking 'I'm just not resilient enough' and starts thinking 'I haven't been using the tools I have' everything changes. For the business, that means a team willing to develop themselves rather than assuming some people just cope better than others or that someone is going to rescue them.

They'll understand why they react the way they do under pressure — and have a framework to work with it.

When a manager understands what's happening in their brain in a difficult moment, they make better decisions, escalate less and carry themselves more steadily. The people around them feel the difference.

They'll be honest about their load — before it tips.

The stress bucket exercise gives people a clear picture of how cumulative pressure builds — and why a capable person can be undone by a small thing at the wrong moment. For the business, that means fewer moments where overwhelm becomes visible as indecision, conflict or disengagement.

They'll feel less alone — and that changes how they show up.

People discover that what they assumed was just them is being carried by almost everyone in the room. That shift from isolation to solidarity produces more honest conversations about capacity — before it becomes someone else's problem.

They'll have a more constructive approach to working in the grey.

Ambiguity is the job in food and retail. The ability to find what's within your control when a lot isn't — rather than spiralling in uncertainty — is what separates people who make bold decisions from people who wait for certainty that never comes. Bolder people make bolder decisions. Bolder decisions drive better innovation.

They'll have a toolkit built around how they actually work — including a real map of who to lean on.

A Personal Resilience Toolkit built across the day, grounded in their own triggers, coping patterns and support network. A document they keep, return to and build on. The kind of development that compounds over time.

AND FOR YOUR BUSINESS:



- A team who handles the pace and pressure of the environment better.
- People who feel genuinely invested in - not just pushed harder.
- Less escalation and indecision, more people solving things at their own level.
- And a common language around stress and capacity that makes honest conversations easier to have before they become urgent.



WHAT PARTICIPANTS SAY

I learnt without feeling like I was learning and all examples were relevant.”

FEARLESS RESILIENCE PARTICIPANT

“I have been reminded resilience and growth mindsets are something you work on continuously — it’s not a one-time fix.”

FEARLESS RESILIENCE PARTICIPANT

WHAT THE NUMBERS SAY

100%

OF PARTICIPANTS HAVE RATED FEARLESS RESILIENCE POSITIVELY.



FEARLESS RESILIENCE



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Fearless Resilience is part of the Fearless academy — a structured leadership development pathway designed specifically for the food industry.

Each course can be purchased standalone or as part of a wider L&D programme, with tailoring available at additional cost. Ask us about what else is in the Academy.

READY TO TALK?

Whether you're running this for one team or building it into a wider programme, let's have a conversation about what your people actually need.

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