

Resilience Leadership Academy™ (RLA) Overview



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Welcome to the Resilience Leadership Academy™ (RLA) Program

About the Academy

Deep Dive into the Intersection of Leadership and Resilience.

Our resilience-focused leadership courses equip you with essential skills to lead confidently.

RLA 100 - Foundations of Resilience Leadership and RLA 200 - Advanced Resilience Leadership create our two-tiered resilience-focused leadership program. Participants undergo a comprehensive journey that prepares them to navigate the complexities of today's business landscape with strategy and confidence. RLA 100 lays the groundwork by introducing key concepts of resilience and leadership, enhancing self-awareness, and equipping individuals with essential skills such as stress management and effective communication.

As participants advance into RLA 200, they delve deeper into global leadership, decision-making in high-pressure environments, artificial intelligence, and crisis management. The program fosters a holistic approach to leadership, emphasizing the importance of emotional intelligence, conflict resolution, and sustainability. By completing both levels, participants not only gain the necessary skills to lead effectively but also cultivate a mindset that prioritizes adaptability, innovation, and ethical decision-making. Ultimately, this integrated approach transforms the way participants conduct business, enabling them to evaluate risks, create action plans, and lead their teams with foresight and strength.

Here's what you can expect from each course:

RLA 100 – Foundations of Resilience Leadership (Overview and Curriculum)

RLA 100 (Foundations of Resilience Leadership) establishes the foundational skills and knowledge for effective resilience-focused leadership. It begins with an introduction to the concepts of resilience and leadership, emphasizing their importance in various directional roles. Participants are guided through modules that enhance self-awareness and emotional intelligence, which are vital for personal and professional growth. The curriculum covers stress management and effective communication skills, all crucial for maintaining balance and clarity in challenging situations. Additionally, it addresses team dynamics and the importance of creating supportive networks. The 100 level culminates in a practical leadership challenge, allowing participants to apply the learned concepts in a simulated real-world scenario, fostering reflective learning and skill integration.

Session Title	Session Content
Session 1 Program Introduction & Business Strategy	<ul style="list-style-type: none"> - Resilience Leadership Academy™ (RLA) program goals - Positioning leadership in today's environment - Business strategy, philosophy, thinking, and practice
Session 2 Identifying Risks, Threats, Hazards & Consequences	<ul style="list-style-type: none"> - Framing the challenge and threats around organizational resilience - Standardizing language to describe impacts and capabilities
Session 3 Facing Disruption	<ul style="list-style-type: none"> - Leading in Uncertain Times: Understanding the situation and deciding what to do - Pivoting - Mintzberg's Managerial Roles
Session 4 Internal Communication	<ul style="list-style-type: none"> - The power and importance of connectivity - Multi-dimensional leadership - Swarm Leadership - VIVID communications
Session 5 Proactive vs Reactive Cultures	<ul style="list-style-type: none"> - Organizational readiness - Characteristics of corporate cultures - Understand today and anticipate tomorrow
Session 6 Identifying Essential Business Functions	<ul style="list-style-type: none"> - Understanding what is essential and what is not (services, programs, or activities) - Breaking down essential function components
Session 7 High Impact Low-Frequency Events	<ul style="list-style-type: none"> - Black swan and outlier events - Understanding the situation and deciding what to do - Driving to the unknowns
Session 8 Business Presentations with Executive Sponsors	<ul style="list-style-type: none"> - Participants present a business case to address a current organizational challenge using concepts from the academy

RLA 100 Academy Enrollment and Schedule

Course	Enrollment (Select Participants)	Start	End	Session Duration	Course Schedule Options
RLA 100 In person	Spring Summer Fall	March July October	April August November	Sessions 1 – 8 (3 Hrs) (24 Hours of Learner Time)	<ol style="list-style-type: none"> 1 Week Immersion Schedule (Sessions 1 – 8) 4 Week Schedule (2 sessions / week) 8 Week Schedule (1 session / week) 16 Week Schedule (1 session every other week)
RLA 100 Fully Online	Spring Summer Fall	March July October	April August November	Sessions 1 – 7 (2.5 Hrs) Session 8 – (3.5 Hrs) (21 Hours of Learner Time)	<ol style="list-style-type: none"> 1 Week Immersion Schedule (Sessions 1 – 8) 4 Week Schedule (2 sessions / week) 8 Week Schedule (1 session / week) 16 Week Schedule (1 session every other week)

- Dates above can be modified based on agreement between Client and Asfalit Advisors as needed.
- All Sessions are scheduled within the following timeframes: 9 AM – 12 PM or 1 PM – 4 PM.
- One-Week Immersion:** Suited for individuals or groups who prefer a concentrated and intensive learning experience. One-Week Immersion schedules are available upon request as an enterprise solution.
- 16-Week Program:** Ideal for those seeking a paced learning experience, allowing time for reflection and application of concepts between sessions.

***** Dates for each session are announced during the enrollment periods*****

RLA 200 – Advanced Resilience Leadership (Overview and Curriculum)

RLA 200 (Advanced Resilience Leadership) progresses to more advanced aspects of resilience leadership, targeting individuals who have mastered the foundational skills and are ready to take on more complex challenges. This level delves into strategic leadership and decision-making, especially in high-pressure situations, and equips participants with tools for leading innovation and managing change effectively. There is a deeper exploration of advanced emotional intelligence and resilience techniques, focusing on

how leaders can foster these qualities within their teams. Participants learn about crisis leadership, conflict resolution, and navigating the intricacies of global leadership challenges. Sustainability and ethical decision-making are integral to this level, aligning organizational goals with broader societal and environmental responsibilities. The program culminates in a capstone project where participants apply their skills in a real-world context, supplemented by mentorship and peer feedback. This level expands leadership capabilities, emphasizing strategic thinking, adaptability, and a global perspective.

Session Title	Session Content
Session 1 Strategic Resilience Planning	<ul style="list-style-type: none"> - Advanced strategies for risk management and resilience building in organizations - Aligning resilience with long-term business strategies and goals - Scenario planning and future forecasting techniques
Session 2 Systems Thinking in Crisis and Change Leadership	<ul style="list-style-type: none"> - Integrating Senge's systems thinking principles into crisis and change management - Understanding the interconnectedness of organizational components and how they impact resilience during crises - Strategies for identifying patterns, leveraging feedback loops, and foreseeing the long-term impacts of decisions in turbulent times - Case studies demonstrating the application of systems thinking in managing complex organizational changes and crises
Session 3 Innovation and Resilience	<ul style="list-style-type: none"> - Fostering a culture of innovation while maintaining resilience - Balancing risk-taking with prudent risk management - Case studies of innovative resilience in action
Session 4 Global Leadership and Cross-Cultural Resilience	<ul style="list-style-type: none"> - Navigating global leadership challenges with a focus on resilience - Understanding cross-cultural differences in resilience strategies - Developing global networks for enhanced organizational resilience - Cross-cultural communication and collaboration tools
Session 5 Advanced Emotional Intelligence and Resilience	<ul style="list-style-type: none"> - Deepening emotional intelligence skills for effective leadership - Techniques for building resilience in oneself and teams - Emotional and mental well-being strategies for leaders - Emotional intelligence assessment and development plan
Session 6 Artificial Intelligence and Resilience	<ul style="list-style-type: none"> - AI and organizational resilience - Navigating AI policy and ethics - Leadership and managing AI risks and challenges
Session 7 Conflict Resolution and Resilience	<ul style="list-style-type: none"> - Techniques for resolving conflict while maintaining organizational resilience - Understanding the impact of conflict on team dynamics and resilience - Strategies for mediating disputes and building consensus
Session 8 Capstone Project: Implementing Resilience Strategies	<ul style="list-style-type: none"> - Participants present a business case to address a current organizational challenge using concepts from the academy

RLA 200 Academy Enrollment and Schedule

Course	Enrollment (Select Participants)	Start	End	Session Duration	Course Schedule Options
RLA 200 In person	Spring Summer Fall	March July October	May September December	Sessions 1 – 8 (6 Hrs) (48 Hours of Learner Time)	<ol style="list-style-type: none"> 1 Week Immersion Schedule (Sessions 1 – 8) Quarterly (2 sessions / quarter) Monthly (1 session every other month)
RLA 200 Fully Online	Spring Summer Fall	March July October	May September December	Sessions 1 – 8 (4 Hrs) (32 Hours of Learner Time)	<ol style="list-style-type: none"> 1 Week Immersion Schedule (Sessions 1 – 8) Quarterly (2 sessions / quarter) Monthly (1 session every other month)

- Dates above can be modified based on agreement between Client and Asfalit Advisors as needed.**
- All Sessions are scheduled for 9 A.M. – 3 P.M. EDT. over two consecutive days each quarter.
- One-Week Immersion:** Intense, full-time commitment for a week. Designed for a rapid and deep dive into advanced topics. Ideal for participants seeking a swift, comprehensive learning experience. One-Week Immersion schedules are available upon request as an enterprise solution.
- Quarterly Two-Day Sessions:** Spread over four quarters, with two full days of intensive learning per quarter. Balances in-depth learning with time for reflection and application between sessions. Suitable for participants who prefer ongoing learning alongside professional commitments.

***** Dates for each session are announced during the enrollment periods*****

Delivery Methods

Flexible Learning Options

Our leadership courses are designed to meet your needs and preferences, offering a variety of formats for your convenience. Whether you prefer in-person interaction, the flexibility of online learning, or a customized solution for your organization, we have you covered.

Delivery Modalities:

Program Benefits	Enterprise Solution In-Person Cohort	Enterprise Solution Fully Online Cohort
Face-to-face interaction among participants.	<input checked="" type="checkbox"/>	
Physical presence in a designated location like a classroom or conference room.	<input checked="" type="checkbox"/>	
Direct engagement with instructors and peers.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Focus on developing leadership skills relevant to the specific business context.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Hands-on activities and real-time collaboration.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Immediate feedback and group discussions.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Digital learner workbook, resources, and materials are available 24/7.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Option for ongoing support and consultation post-training.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Networking opportunities, team building, and social events.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Case studies and additional resource materials to expand knowledge.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Course is delivered with 80% interactivity and 20% lecture to increase collaboration and engagement.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Opportunity to present business case with Sheriff's Officer executive sponsor	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Certificate of completion.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Virtual learning through an online platform, accessible from any location with internet connectivity.		<input checked="" type="checkbox"/>
Interactive webinars, video lectures, and online forums.		<input checked="" type="checkbox"/>

Why is this right for you?

Your Path to Tenacity Begins Now

The Resilience Leadership Academy™ is the comprehensive toolkit your organization needs to build or contribute to a robust, stable foundation, to support your succession planning efforts. Don't wait for the next challenge to uncover your vulnerabilities. Act now, build a steady cornerstone, and ensure your company's legacy as a leader in the new business era.

Target Audience

The next tier of leaders within your organization that you want to develop further into an executive-level position. Recommended applicants include:

- Local, state, and federal leaders in departments across economic development, public health, public works, finance and administration, human resources, transportation, police, fire, and emergency management.
- Leaders in the corporate and nonprofit sectors with responsibility for operations, human resources, planning, strategy, management, security, etc.
- Depending on the size and scale of your business, that may include managers, directors, vice presidents, and executive directors.

Facilitators and Core Values

Each session will feature one or more facilitators. You can expect each of our facilitators to exhibit our Core Values, the only non-negotiables in our business. They are the heartbeat of our culture, service philosophy, and the glue that ties us to our employees, customers, strategic partners, and vendors.



Vanessa Mathews, Founder and Chief Resilience Officer

Mathews is an entrepreneur, speaker, professor, and former podcast host who took a particular interest in crisis management, when she found herself caught up in a natural disaster for which her hometown wasn't prepared. She is the 1st female in the state of Georgia to graduate with a degree in Homeland Security and Emergency Management, she has worked with a Tier 1 intelligence agency, Fortune 500 companies, and has received local, national, and international recognition for her work to restore business and community resilience. Mathews obtained a Master's in Business Administration from the University of South Carolina; a Bachelors in Homeland Security and Emergency Management from Savannah State University, and she is a Certified Business Continuity Planner.



Abrielle Grasty, Business Resilience and Emergency Management Analyst

A dynamic and results-driven resilience professional with a proven track record of spearheading and optimizing large-scale business continuity management programs for industry-leading organizations. Leveraging an innovative approach and keen strategic insight, Abrielle has successfully navigated complex operational landscapes to mitigate risk, safeguard organizational resilience, and ensure uninterrupted business operations. With a focus on proactive planning and meticulous execution, Abrielle consistently delivers sustainable solutions tailored to meet the unique needs of diverse business environments, earning recognition for my ability to drive excellence and fortify organizational readiness in the face of adversity.



Ben Almquist, Business Resilience and Emergency Management Analyst

A Marine Corps veteran and Emergency Management professional with over 15 years of experience in the private and public sectors. The former Director of Emergency Management for Berkeley County and the City of Charleston in South Carolina, he is a Certified Emergency Manager through the International Association of Emergency Managers and holds a Masters Degree in Social Sciences, along with a Graduate Certificate in Leadership Studies, from The Citadel Graduate College.

Asfalisis Advisors reflects our core values within our service offerings and differentiates itself by a few guiding principles:

- We genuinely care.
- We strive for partnerships driven by trust.
- Our goal is to guide, enabling our customers to decide.
- Utilize our proven methodologies and processes.

Our Core Values

1. Be Bold. Be Brilliant. Be Brief.
2. Show Up.
3. Know Your Stuff.
4. Treat the Janitor Like You Treat the CEO and treat the CEO like you treat the janitor.
5. Operate in Truth & Show Integrity.
6. Make an Intentional impact in the

Secure Your Seat Today

By visiting [this link](#), you will be able to submit your application.