



# DEVELOPMENT DAY CHICAGO

Friday, September 14, 2018  
Renaissance Chicago Downtown



## DEVELOPING GRIT: HOW TO BOUNCE BACK FROM ADVERSITY, CHALLENGE AND EVEN FAILURE!

The old saying goes, “When the going gets tough, the tough get going.” But how do they do so? What is the secret to being able to persevere through adversity and bounce back from failure? In this session, you will be exposed to the current research about resiliency to better understand how to cultivate it yourself and on your teams. While there are certainly some aspects of resiliency that are innate, we can develop our capacity to stay the course and thrive under pressure. This skill is particularly valuable to development professionals who must be able to learn how to handle rejection.

By the end of this session, participants will:

- Gain an understanding of resiliency and how to cultivate it within yourself and on your teams
- Complete a Grit Scale developed by author and expert, Angela Duckworth, which will help you self-identify your own tendencies
- Explore the importance of developing a growth mindset, a term coined by psychologist, Carol Dweck

### PRESENTERS:

**Aleen Bayard**, Founder & Principal, Transformative Consulting



**Aleen Bayard** - For nearly 20 years, organizations and individuals have been leaning to Aleen as a go-to partner. She combines a rare mix of consulting expertise, academic rigor and personal development approaches to inspire and guide clients through career-changing — and life-changing — transformations.

After launching her practice in 1998 (branded as MarketZing) with a focus on business and marketing strategy, Aleen recognized that in order to accomplish these external goals, clients needed to attend to internal dynamics. Undefined values, ineffective communication and other internal roadblocks were impairing effective leadership and work teams.

Taking a new direction with her practice, she earned her master’s degree in Learning and Organizational Change from Northwestern University to anchor her consulting approach in academic rigor and proven theory. She is an adjunct instructor there and at The University of Chicago Graham School. Aleen earned her B.A. from Stanford and an M.S. from Columbia University.

Aleen has been active in a number of organizations and currently serves on the boards of the Stanford Club of Chicago and the Rivendell Theater Ensemble.

Tapping into her expertise focusing on organizational leadership in corporate and not-for-profit settings, Aleen is also the founder of Footprint Partners, a sister practice that addresses leadership, change management and culture in the context of corporate social responsibility and sustainability. Footprint Partners is nationally recognized as an expert in sustainability strategy, governance and communication.