

# RESILIENCY DAY

TalentSmartEQ



## RE-FRAME RE-ENERGIZE RISE

Resiliency Days should be more than just training sessions; we see them as transformative experiences that can redefine personal and professional development.

TalentSmartEQ's unique approach intertwines emotional intelligence with real-life scenarios, fostering an environment where military personnel can not only learn but also apply these skills in practical, impactful ways.



*I truly felt that this has been the best resiliency day in our squadron. We need more days exactly like this one. That way we can get the most out of operational pauses and take care of the most important piece. The human element. We are the greatest weapon and we need to take care of one another.*

*Dimyas Perdue is a Fantastic speaker and captivates his audience with realistic examples that his audience can relate to on a personal level.*

*I really liked the group breakout sessions and thought they were beneficial, also a good way to my other people I wouldn't normally talk to in the squadron.*



## DIMYAS PERDUE



Dimyas leads TalentSmartEQ's military vertical with 22 years of military training and leadership experience as a retired United States Marine.

Before joining TalentSmartEQ, he shaped pivotal programs at the Lejeune Leadership Institute, impacting over 185,000 Marines. An expert in communication, recruiting, ethical decision-making, and resilience, Dimyas has spoken at significant events and collaborated internationally, fostering strong partnerships through his expertise and humility.

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## CHALLENGE

Resiliency training in the military is typically seen as a “check the box”. The purpose of these sessions (e.g., 92 critical days of summer, Back in the Saddle (BITS) training, etc.) is to have conversations about elevated suicidal ideations, attempts, and completions, lack of workplace satisfaction, lack of well-being, inability to cope with daily stressors, and many other things. Rarely are there intentional efforts placed on educating the force on what resiliency is, how to build it, barriers to building resilience, and potential impact. Often the people facilitating resiliency training are “volun’told” rather than people who are truly passionate about the topic - and it shows. People on the receiving end can feel when the person delivering the instruction does not care (military instructors) or are simply there to collect a paycheck (civilian instructors).

Peterson Space Force Base understood that there was a desperate need for something different. Having already certified Airmen as emotional intelligence instructors, they saw the need to do something outside of the traditional training period. They decided to reach out to our team about restructuring their Resiliency Day. The initial request was to do a keynote and to be able to leverage the power of emotional intelligence to help them understand how to build resilience.

## SOLUTION

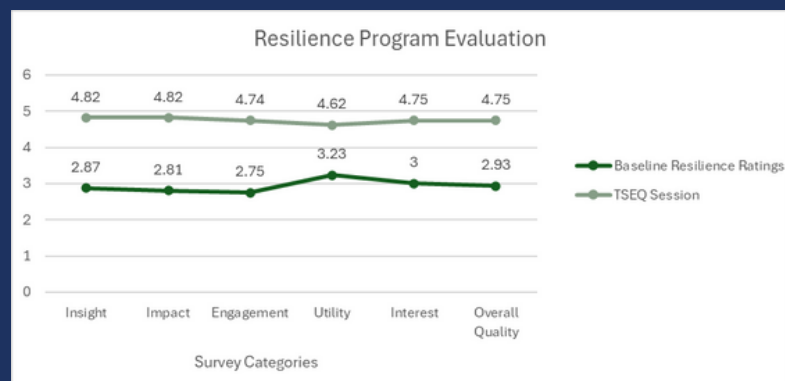
Having served in the Marine Corps for 22 years Dimyas knew what it was like to be on the receiving end of this type of training. At a high-level, the session was designed as a keynote followed by a lunch-and-learn session with mid-level leaders who have a direct impact across the unit. The goal of the design was to give people a true experience; to not only learn about emotional intelligence and resilience but to experience it in real time through storytelling and modeling. It also included emotional intelligence and resilience frameworks and tools but also created space for people to practice and use the concepts in real-time, so they would understand how best to use them after the session.

## RESULTS

Results in all categories including learning insights, potential impact, and overall program quality showed improvements to the typical baseline for resilience training days.

Verbatim feedback included:

- *“If every resiliency training was like this, I am almost 100% sure the image of these days wouldn’t be as negative as they are.”*
- *“Best resiliency day I’ve ever attended.”*



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