

Inside the ORANGES L&D program

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by Brett Henebery | 27 Jan 2017



A recent article by *L&D Professional* looked at an innovative framework called ORANGES, which underscored the importance Optimism, Resilience, Attitude, Now (mindfulness), Gratitude, Energy and Strengths in organisations.

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ORANGES' founder, Simon Rountree, told *L&D Professional* why this program is not just a flash in the pan.

"There are a number of factors behind the success of the ORANGES program. One of the big drivers is that it's a measurable program so the participant can see their level of resilience, optimism, gratitude and the other life changing elements in the program, before they start it," Rountree explained.

"Then, by implementing the tools provided in the program and remeasuring themselves they can see the positive difference the program can make."

Rountree added that a second big driver was the "strong academic rigour" of the program and how it was closely aligned with the latest research that comes out of Universities such as Harvard, Stanford, University of Pennsylvania, University of California, Oxford, and Melbourne.

"The third big driver is that ORANGES offers over 40 simple and practical tools for the user to implement into their daily lives to support their overall wellbeing. From this the participant can see how these tools are easy to implement and that they can cherry pick the tools that they believe will work best within their lifestyle," he said.

As part of the program, the participants are given a 'toolbox' of 40 practical tools to help build resilience, mindfulness and from there they selectively choose the tool that they want to use for the situation at hand.

Rountree pointed out that there are certain areas of effective L&D that organisations are not utilising enough and could be improving on.

"Certainly there is a huge need for people and organisations to be more mindful, resilient and optimistic. Businesses are constantly asking their people to do more with less but not necessarily supporting their people with the tools and skills to do so," he said.

"Also, being more mindful helps in improving communications, eradicating minor mistakes and allowing greater focus."

Rountree said that building on resilience allows people to bounce back from setbacks and challenges more quickly and therefore minimises the lows, whilst building optimistic thinking habits allows people to have a growth mindset and look at things more positively than pessimistically.

One major challenge Rountree sees for contemporary learning and development professionals in 2017 is ensuring they're upskilled in the areas of Emotional Intelligence (EI) and awareness.

"As more and more of our communications are being done on-line and in shorter grabs, i.e. social media, email, twitter, there is a gap around the true emotional connection people can have with one another," he said.

"Therefore the information we receive can at times be either misinterpreted or we feel disconnected. By having a stronger emotional awareness means you are able to identify and manage not only yours but the emotions of others around you to support clearer communications, understanding and awareness."

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