FIPA GLOBAL SIGNATURE COURSE

GROUNDED

Building the Inner Life of the Professional

> **In turbulent times, the most valuable thing you can develop is not a new skill. It is a steadier self.**

Professionals today work through economic uncertainty, rapid technological change, organisational upheaval and pressures that follow them home. Most training sharpens what we do. Very little attends to who we are while we do it.

Grounded is FIPA Global's signature course. It builds the inner steadiness that allows capable people to think clearly, act wisely and stay whole under pressure. It is not a course about coping. It is a course about lasting psychological fitness, built through honest self-examination, practical tools and a daily practice anyone can sustain.

When an organisation is not grounded

An ungrounded organisation rarely knows that it is. The signs look like ordinary workplace trouble, and they are usually treated one at a time. Underneath many of them lies the same cause: people who are being carried by pressure rather than standing firm within it.

Decisions are made in a hurry, then unmade.

Under pressure, ungrounded leaders react to the latest crisis instead of the real priority. Plans change weekly, and staff stop taking them seriously.

Everything becomes urgent.

When no one is steady enough to say 'this can wait', the whole organisation runs in permanent crisis mode. People are busy, tired and less effective.

Conflict escalates instead of resolving.

Small disagreements become personal. Old grievances resurface. Teams split into camps, and energy goes into managing relationships rather than doing the work.

Blame replaces learning.

When something goes wrong, the first question is 'whose fault is it?' rather than 'what happened?' People stop admitting mistakes, so the same mistakes recur.

Good people burn out or leave.
The most conscientious staff absorb the most pressure. Without inner steadiness, they exhaust themselves or walk away, often taking valuable knowledge with them.

Manipulation goes unnoticed.
Ungrounded people are easier to flatter, pressure and mislead. Poor decisions get made because someone pushed hard at the right moment.

Silence takes hold.
People who feel unsafe stop raising concerns. Problems that could have been fixed early are discovered late, at far greater cost.

Change is met with panic or paralysis.
New technology, restructuring or economic shocks unsettle everyone at once, and the organisation loses months it cannot afford.

None of these problems is solved by another policy. They are solved by people who are grounded.

How the grounded professional operates

Being grounded does not mean being untroubled. Grounded people feel pressure, uncertainty and hurt like anyone else. The difference is that these do not decide their behaviour for them.

Under pressure, the ungrounded professional...	The grounded professional...
Reacts at once	**Pauses, then responds**
Treats every demand as urgent	**Knows what matters most and holds to it**
Takes disagreement personally	**Separates the issue from the person**
Looks for someone to blame	**Looks for what happened and what to learn**
Says yes to avoid conflict	**Says no when no is the right answer**
Is swayed by flattery or pressure	**Notices manipulation and stands firm**
Hides mistakes	**Admits them early and fixes them**
Carries every grievance	**Forgives where wise, and protects themselves where necessary**
Fears change	**Adapts, while keeping hold of what matters**
Relies on willpower until it runs out	**Relies on a daily practice that sustains them**

Grounded people are steady without being rigid, open without being naive, and strong without becoming hard. Colleagues trust them because they are the same person on a difficult day as on a good one. In any organisation, they become the people others turn to when things go wrong.

What the course covers

- **Strategic clarity.** Knowing what you do not know, and drawing on the strengths of those around you

- **Seeing clearly.** Context, forgiveness and a way of seeing that protects you without hardening you
- **The inner work.** Self-awareness, how past experience shows up in present behaviour, and the gap between reacting and responding
- **Smart protection.** Recognising harmful patterns in relationships, finances and professional life
- **Community strength.** What weak communities produce, and how to build a genuine one
- **Daily practice.** Simple, honest tools for an ordinary Tuesday, not only for the big moments

Who it is for

- Professionals in any field seeking genuine development
- Leaders guiding others through uncertainty and change
- Those rebuilding after significant disruption
- People ready to examine honestly what is working and what is not
- Anyone who wants tools, not just inspiration

What organisations gain

- Steadier decisions, made on priorities rather than pressure
- Fewer conflicts that escalate, and faster recovery when they do
- Staff who raise problems early instead of hiding them
- Greater resilience to manipulation, flattery and undue pressure
- Lower burnout among the people the organisation can least afford to lose
- A workforce better able to adapt when change comes

Bring Grounded to your organisation

To enrol, or to discuss Grounded for your team, contact us at angela.ramsay@fipaglobal.com or visit **fipaglobal.com**.