

BUSINESS PROFESSIONALS

STRESS MANAGEMENT & RESILIENCE BUILDING

A STRATEGIC INVESTMENT

TRAINING PROGRAMME

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Bio-Mastery



About Us

Introduction

With over 17 years of dedicated experience, Bio-Mastery for Business (Pty) Ltd stands as a leading provider of stress management and resilience training. Our programs are crafted to deliver real, lasting results – no quick fixes, no shortcuts! We focus on empowering individuals, teams, and organisations to achieve sustained, measurable improvements in performance.

Our Approach

Due to the depth and complexity of the subject matter, all the Bio-Mastery programmes employ a scaffolding approach, which provides structured guidance to help trainees navigate challenging content. This method involved introducing information in manageable chunks, gradually increasing complexity as learners build on prior knowledge. Rooted in constructivist learning theory and aligned with Vygotsky's Zone of Proximal Development, scaffolding helps learners progress from guided tasks to independent mastery, deepening comprehension.

CPD POINTS

Health Professions Council of South Africa (HPCSA)

Health professionals registered with the Health Professions Council of South Africa (HPCSA) are eligible to earn both Clinical and Ethics Continuing Professional Development (CPD) points.



Conceptual Big-Picture Graphics

Bio-Mastery training programmes incorporate powerful, conceptual big-picture "Macrographics" that enable students to understand and retain large, complex, and abstract concepts. These Macrographics provide visual frameworks that simplify intricate ideas, facilitating faster comprehension and deeper integration of knowledge within real-world applications.





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THE MOTIVATION FOR TRAINING

STRESS MANAGEMENT & RESILIENCE BUILDING

Companies today are not merely training their employees for the challenges they've already encountered; they're equipping them for the unpredictable demands of the future and a landscape that continues to shift and evolve beyond what we can foresee.

PEAK PERFORMANCE REQUIRED

Mental Mastery Matters

The effects of unmanaged workplace stress are no longer just an individual issue; they've become an organisational crisis. As industries evolve at breakneck speed, professionals face relentless demands that contribute to a cumulative stress load that's simply unsustainable.

Unchecked, this chronic stress infiltrates team dynamics, decision-making, and innovation, steadily undermining the core resilience a company needs to weather both current and emerging challenges.

Deep-rooted – rather than superficial – mental and emotional mastery are the foundational skills of high-performing individuals and teams, and the pivotal lever of organisational agility and adaptability in the current and emerging market turbulence.

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The strength of a leader is not in their ability to endure stress, but in their ability to manage it, build resilience, and lead others to do the same. Without this, even the most talented will eventually fail.

”

Howard Schultz,
former CEO of Starbucks

“

Resilience is not about being invulnerable to stress. It's about knowing how to recover, adapt, and thrive under pressure. Leaders who fail to recognize this will be left behind.

”

Arianna Huffington,
founder of Thrive Global





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THE LEARNING OBJECTIVES

Leaders will be equipped to identify and implement the most effective, evidence-based strategies for building resilience and managing stress, ensuring these approaches drive sustainable personal and organisational success in a rapidly changing business landscape.

High-Performance Professionals

Master mental and emotional stability in times of turbulence.

At the conclusion of the training, participants will have a comprehensive understanding of the psychosocial and neurological dynamics of stress and resilience. They will have acquired the essential skills and insights needed to master their stress and cultivate their capacity to induce states of thriving, especially in times of hyper turbulence.

High-Performance Teams

Develop and sustain high performance teams in times of turbulence.

On completion of the training, participants will have a thorough understanding of the unique challenges faced by 21st-century high-performance teams, especially during intense turbulence, and the strategies, tactical, and operational requirements to develop and sustain their high performance.

Sustainable Organisations

Develop and maintain sustainable organisations in times of turbulence.

By the end of the training, participants will have a deep understanding of the organisational ecosystem in the 21st century and the anticipated structural shifts needed for companies to navigate the swift and continuous impact of disruptive technologies in both the immediate and near future.

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In this fast-paced world, it's easy to focus on ticking boxes, but true mastery requires time, reflection, and immersion. In Bio-Mastery training, we prioritise depth over speed because sustainable resilience and effective stress management are not learned overnight - they are built incrementally, becoming second nature only through consistent, thoughtful engagement.

”

Barbara Parker,
Head of Applied
Research and Training





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THE COURSE CONTENT

The course comprises three sections: the first is designed to lay the foundation, the second focuses on developing the skills, and the third emphasises applying what has been learned to achieve real-world impact.

Section One – Preparatory (3 weeks)

Section One explores the underlying social, economic and technological changes that have driven the need for professionals to have such high levels of stress management and resilience building capabilities. Through these discussions, trainees are guided to develop strong, compelling reasons to engage fully with the comprehensive Bio-Mastery training programme and to commit to the lifelong journey of mastering their stress and building resilience – a critical prerequisite for high-performing professionals.

Section Two – Practical (11 weeks)

Section Two provides trainees with foundational skills and a neurological understanding essential for mastering stress and inducing states of thriving. This training goes beyond personal resilience, enabling trainees to comprehend the neurological foundations of high-performance teams and the emergent organisational structures needed to sustain peak performance in environments of rapid, relentless change.

Section Three – Applied (16 weeks)

Section three delves into real-world education case studies, comparing the experiences of individuals, teams, and companies with and without resilience in times of turbulence. This exploration is facilitated through scenario setting and in-depth case study analysis, providing practical insights into the tangible impact of resilience on professional and organisational success.

Workshop (1 day)

The post-training workshop involves a series of interactive card and board games designed to challenge participants to meet organisational objectives during periods of turbulence. The games test the participants' adaptability and decision-making abilities as they integrate individual, team, and organisational activities to achieve performance goals using the skills and knowledge acquired during their training.



The key to success is clarity of focus and clarity of purpose. To maintain it, leaders must master stress and build resilience to drive their teams forward in difficult times.

— ”
Mary Barra,
Chair & CEO of General Motors



You need the right people with you, not the best people. Even with the right team, the stress can be enormous, so maintaining resilience is essential for any leader.

— ”
Jack Ma,
Co-Founder of Alibaba



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THE COURSE STRUCTURE

The course structure is designed to be online and geo-neutral, enabling participants to engage from anywhere in the world. This flexible approach ensures that professionals can access the training regardless of location, making it convenient for diverse, global participation.

Course Duration

The Bio-Mastery Foundation Training programme is an online, instructor-led course conducted over a **30-week period** comprising a total of **135 contact hours**:

- Participants are required to attend weekly 1.5-hour live, instructor-led online tutorials, where they engage in real-time discussions and learning with peers and coaches, amounting to a total of **45 contact hours**.
- Participants are required to engage in 3 hours of prescribed weekly activities, including video viewing, reading, quizzes and skill development exercises totalling **90 contact hours**.

Resources and Materials

The self-paced learning resources and materials, accessible through the learning management platform, include:

- **Training Videos:** Detailed training video recordings that offer in-depth knowledge and instructional guidance for skills development.
- **Written Course Material:** Reading materials that offer supplementary in-depth knowledge and instructional support for skills development.
- **Weekly Course Content Quizzes:** Assessments are structured to facilitate the trainee's self-evaluation, enhancing their learning process. These short
- quizzes are included to assess participants' understanding and retention of the weekly topics.
- **Communications:** Communications are done via email and WhatsApp.

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Being able to stay calm, especially when others are freaking out, is a leadership trait that is critical to success.

Reed Hastings,
Co-Founder of Netflix

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ASSESSMENTS AND CERTIFICATIONS

Assessments provide trainees with valuable feedback, helping them identify strengths and areas for improvement. They also ensure that learning objectives are met, supporting long-term skill development and mastery.

Assessments

Participants are required to complete an open-book, online summative assessment within two months after the conclusion of their training programme. This assessment allows them to demonstrate their understanding and application of key concepts covered during the course.

Resources and Materials

Upon successful completion, participants will be awarded a Certificate of Knowledge Competence, recognising their mastery of the subject matter and their readiness to apply it in a professional setting.

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The heart and soul of a company is creativity and innovation. But you cannot maintain that spirit without a leader who understands how to manage stress and stay resilient.

Bob Iger,
Chairman of Disney

“

Stress kills more people than anything else. The ability to manage it and stay resilient is key. Anyone who thinks resilience is for the weak has probably never really been tested.

Mark Cuban,
Owner of the NBA's Dallas Mavericks (Entrepreneur and Investor)





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POST TRAINING SUPPORT

As trainees face real-world challenges and rapidly evolving business environments, ongoing support and guidance help them refine their leadership practices, adapt to new pressures, and maintain resilience.

Alumni Community

Upon completing the programme, participants gain access to the Bio-Mastery community:

- **Exclusive Networking Opportunities:** Connect with a diverse group of accomplished professionals and leaders from various industries.
- **Ongoing Mentorship and Support:** Access to continued guidance from Bio- Mastery coaches and peers to sustain personal and professional growth.
- **Lifelong Learning:** Invitations to advanced workshops, seminars, and webinars on cutting-edge topics and leadership strategies.
- **Resource Sharing:** Gain access to exclusive resources, research materials, and tools to enhance leadership and organisational performance.
- **Collaboration Opportunities:** Collaborate with fellow alumni on projects, initiatives, and innovations, leveraging the community's collective expertise.
- **Leadership Development:** Continued development through regular updates on new techniques, frameworks, and best practices.
- **Early Access to New Programmes:** Be the first to know about and participate in new Bio-Mastery programmes and initiatives.
- **Alumni Events:** Invitations to exclusive networking events, reunions, and professional gatherings tailored to alumni.
- **Recognition and Credibility:** Being part of a prestigious alumni network that recognises leaders dedicated to mastering stress, resilience, and high performance.
- **Peer Support System:** A strong support network where alumni can share challenges, insights, and solutions with one another.
- **Professional Visibility:** Opportunities for increased visibility and influence within the Bio-Mastery community and related industries.

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Leadership is a marathon, not a sprint. Resilience is the energy you need to make it to the end, and it's essential for survival in business.

Marissa Mayer,
Former Yahoo CEO

“

Mental toughness is not about avoiding hard situations. It's about building the resilience to push through, which is what separates good leaders from great ones.

Tim Cook,
CEO of Apple Inc.



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COURSE INVESTMENT OPTIONS

Our pricing structure is designed to ensure value while supporting an optimal learning experience – whether for a single trainee or an entire group. All prices are available on request.

Executive Leadership

Create the Leader

Fee Sliding Scale

- 1–5 trainees: Standard full fee applies
- 6–10 trainees: Discounted group rate (Tier 1)
- 10+ trainees: No further discount (Tier 1 rate maintained)

Company-wide roll-out

Create the Culture

Fee Sliding Scale

- 1–10 trainees: Standard full fee applies
- 11–20 trainees: Discounted group rate (Tier 1)
- 21–30 trainees: Discounted group rate (Tier 2)
- 31+ trainees: No further discount (Tier 2 rate maintained)

Single Professional

Invest in your Mental Health

Standard full fee

- A single professional registering independently: Standard full fee applies.

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Being an entrepreneur is about managing stress and uncertainty. You can't run a business, or your life, without resilience.

”

Larry Page,
Co-Founder of Google/Alphabet

“

If you can't handle stress, you can't lead. Resilience is what keeps you going when everything else tells you to stop.

”

Meg Whitman,
Former CEO of Hewlett Packard and eBay





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BIO-MASTERY'S RETURN ON INVESTMENT (ROI)

Bio-Mastery has gained recognition as a premier training programme for managing stress and building resilience across entire organisations, providing a clear path for aligning culture from top to bottom.

Improved Stress Management Techniques for Immediate Impact

Equipped with practical, real-time tools for managing stress, participants can proactively handle stressors before they impact performance. This culture of proactive stress management fosters a resilient workforce less prone to burnout and absenteeism, saving costs on healthcare and productivity losses.

Capacity to Induce Thriving States for Peak Performance

By building skills to not only reduce stress but actively enter states of thriving, professionals elevate their own productivity and that of their teams, enhancing overall capacity for high-impact results.

Informed Decision-Making through Neuroscientific Insight

Understanding the neuroscience of stress and resilience helps professionals enhance cognitive function and emotional regulation. This improved insight enables more effective communication and rational decision-making, directly supporting team performance and organisational outcomes.

Enhanced Individual and Team Performance

By developing personal resilience and emotional agility, professionals can maintain composure and adapt under pressure, leading to better decision-making and productivity. This increase in individual performance directly supports team dynamics, resulting in more cohesive and effective teams capable of sustaining high performance.

Business Sustainability and Competitive Adaptability

Building resilience and adaptability across the organisation enhances its capacity to pivot strategically in response to market shifts. This investment in a workforce prepared for continuous change supports long-term continuity, strengthens stakeholder trust, and secures the company's competitive position in evolving business environments.



Leaders who dismiss mental resilience as a 'soft skill' will quickly find themselves obsolete in a world that demands more than just intelligence and hard work.

Satya Nadella,
CEO of Microsoft





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Contact Us

GET EVERYONE ON THE HIGH PERFORMANCE SPECTRUM

Create a **culture of thriving** by developing sustainable **stress management** and **resilience building** skills.

Protect careers, productivity and profits.



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