RESILIENCE IN NON-PROFITS
- How to be prepared? -

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What is Resilience?
Let’s identify the key words

Recover
Defending Bounce back
Stand firm being agile

Flexibility Stability
Sustainability

Adaptation
Moving beyond sustainability

Be self-confident and learn from your mistakes and criticism from others
Organizational Resilience

Ability to anticipate, prepare for, respond and adapt to incremental change and sudden disruptions
What conditions or factors would create an organizational climate that enabled individual resilience to translate into organizational resilience?

- Shared purpose which enables a strong connection between individual and organization
- Enabling leadership - helping other people to succeed
- Meaningful relationships - building a connected and collaborative community
- Collaborative learning - provides a space where failure is seen as an opportunity for learning
Drivers of Organizational Resilience

- Congruent
- Confident
- Engaged

Capacity for Resilience
- Positive Change
- Innovative
- Resourceful
- Adaptive

- Meaningful Relationship
- Collaborative Learning
- Knowledgeable Organization
- Enabling Leadership
- Shared Purpose
- Responsive
The Organizational Resilience Tension

Progressive (Achieving Results)
- Adaptive
  - Innovation
  - Imagining and creating
- Defensive (Protecting Results)
  - Preventive control
  - Monitoring and complying
- Consistency (goals, processes, routines)
- Flexibility (ideas, views, actions)

Organizational Resilience is by balancing all four
Emotion, Mind
Creativity
Mastery, Flow

Prevent Heal Exercise Courage
Sleep Nourish
physical, mental and emotional well being

Work, Love, Pray Connection Discipline

Individual Resilience to bounce back
Challenge & Failure Bounce Rebuilding Coherence

Body Heart Mind Action

Insight - Practice - Mastery

SENSE OF PURPOSE
Introducing the 4Sight methodology

**HINDSIGHT**
Learn the right lessons from your experiences

**OVERSIGHT**
Monitor and review what has happened and assess changes

**FORESIGHT**
Anticipate, predict and prepare for future

**INSIGHT**
Interpret and respond to your present condition