

# How to build a resilient organization



Effective leadership



Transparency & communication



Safe & secure work communities



Innovation in knowledge management



Complexity and responsibility

# Creating Resilient Organization

**James D. White, Krista White**

## **Creating Resilient Organization:**

Developing Resilient Organizations Doug Strycharczyk,Charles Elvin,2014-08-03 Much of the fear and uncertainty surrounding the global recession is concerned with the adverse impact it will have on organisations and society However recessions are nothing new We know from past experience that when a recession is over there always emerge organisations and individuals who have not only survived but have thrived They often emerge stronger fitter and better performing Developing Resilient Organizations argues that one of the fundamental keys to survival in these circumstances is resilience or mental toughness It can make challenge and change an opportunity rather than a threat The book addresses a wide variety of organizational issues including motivation performance staff retention behaviour trust attention span and teamwork With case studies from leading organizations across the public and private sector internationally it will show you how to develop organizational performance well being and a positive approach to adversity and change in your organization

How to Build a Cyber-Resilient Organization Dan Shoemaker,Anne Kohnke,Ken Sigler,2018-12-07 This book presents a standard methodology approach to cyber resilience Readers will learn how to design a cyber resilient architecture for a given organization as well as how to maintain a state of cyber resilience in its day to day operation Readers will know how to establish a state of systematic cyber resilience within this structure and how to evolve the protection to correctly address the threat environment This revolves around the steps to perform strategic cyber resilience planning implementation and evolution Readers will know how to perform the necessary activities to identify prioritize and deploy targeted controls and maintain a persistent and reliable reporting system

**Resilient Organizations** Erica Seville,2016-11-03 What differentiates resilient organizations from those that are not Do we need to wait until a crisis strikes to see how resilient an organization is Resilient Organizations draws on primary research to reveal the answers to these questions and provides practical ideas and actions to make your own organization more resilient Organizational resilience is about creating organizations with the agility to adapt to unexpected challenges and the capacity to seize opportunity out of adversity Dr Erica Seville founder of the Resilient Organizations research programme provides readers with the essential knowledge required to enable organizations to thrive in a world of change and uncertainty Drawing on a decade of research her team have identified 13 indicators to diagnose an organization's resilience Resilient Organizations draws out the top five ingredients and shows how organization resilience is a capability that can and must be proactively fostered and maintained over time Using case studies diagnostic tools and key actions and initiatives to develop and maintain organizational resilience Resilient Organizations is essential reading for everyone tasked with developing strong organizations that can survive and thrive in crisis and change from risk resilience and business continuity professionals to leadership and management teams

Creating the Resilient Organization Edward Deevy,1995 Topics include why vision can be a motivating force for change the need for trustworthy leaders how to get middle management to buy in a strategy for quickly changing the whole

organization the psychology of resistance how to identify resilient employees Foreword Building Resilient Organizations through Change, Chance, and Complexity David Lindstedt,2022-07-15 A must read in the wake of COVID 19 this book unpacks the nature of resilient organizations and how they prepare for unpredictable complex and profound change Organizations that do not adapt and evolve die To date however it has not been at all clear how to build a resilient organization That puts us all in the unenviable position of trying to ready our organizations for an increasingly uncertain future without the proper guidance to do it This book introduces 14 elements of resilience that consistently emerge in organizations that have thrived amid adversity and volatility Resilience is not about determination grit cybersecurity or teams of resilient individuals resilience it turns out is often confused with robustness Readers will discover how resilient organizations build and employ a distinctive combination of crews capital culture and leadership and crucially how to adapt these combinations for their own organization Senior business leaders consultants entrepreneurs students and professionals will appreciate this book s practical approachable and engaging guidance including insights by leaders from Health Care for the Homeless The Ohio State University NBCUniversal retail stores and more Resilience: It's Not about Bouncing Back Cynthia Barlow,Jennifer Eggers,2019-07-10 The power of resilience within organizations and can transform an average company into a powerhouse Yet even in times of rapid disruptive change there is no manual for building resilient organizations This book is that manual Resilience left to individuals will only ever be built by people in the moments that require them to dig deep and find it The real power in building resilience before we need it lies in what we can accomplish when our organizations become resilient This book presents a simple framework for leaders and organizations to prepare for sustainable results in the face of rapid disruption The power for organizations lies in the act of methodically and collaboratively building a collective resilience framework to increase their ability to thrive in the face of complex challenges for which the answer and often even the definition of the problem itself may not be obvious These challenges frequently require both the organization and the leaders within them to make trade offs in values and loyalties Often an individual s resilience will get them through such changes but a more effective approach is to build organizational resilience before we need it Building resilience involves intentional preparation to increase our ability to emerge from challenges better equipped to deal with them than we were in the past a transformation into a stronger self For organizations in an environment of rapid disruptive change there is often no back to bounce to after disruption because by the time they right themselves things have changed This book presents a simple framework that can be applied to both individuals and organizations It s proven and it works Written in our pull no punches style Resilience It s Not About Bouncing Back begins by explaining the case for resilience how building it is not only possible but imperative for creating successful leaders and organizations in today s rapidly changing world The book goes on to present the our proven proprietary LeaderShift Resilience Framework drawing on real examples and pointed exercises to deliver a down to earth strategy for building resilient leaders and companies

Connecting the dots between Resilience and ground breaking work on Adaptive Leadership from Harvard's Ron Heifetz and others we've intertwined our own wisdom gleaned from years spent tackling these issues with leaders across the globe. The result is a candid, insightful and easily absorbed template that helps organizations banish change fatigue once and for all and instead be energized and elevated by disruption one leader at a time. Spanning a combined five decades of corporate leadership positions and consulting work focused on organization restructuring and leadership development, Cynthia Barlow and Jennifer Eggers have seen thousands of organizations struggle in the face of change. They have seen it all the good and the bad and believe that resilience is the key ingredient to building healthy, thriving leaders and organizations. Cynthia runs C3 Conversations Inc, a boutique consulting firm out of Toronto coaching leaders and delivering life changing personal growth programs for over 30 years. Jennifer runs LeaderShift Insights a firm focused on building adaptive leadership and alignment at some of the most recognized brands in the world. She founded her firm after serving in several leadership roles for Fortune 50 companies.

### **The Resilient Organization: How Adaptive Cultures Thrive Even When Strategy Fails**

Liisa Välikangas, 2010-06-25 WHAT DOES IT MEAN TO BE A RESILIENT ORGANIZATION? It means you are not a prisoner of past performance good or bad you don't rely on the right leader alone for success but build the capability to be resilient into the organization. You constantly rehearse the culture of anticipating and responding to change and you innovate even when you don't yet need to. You don't just survive you thrive amidst challenge and opportunity. This essential guide written by a renowned expert in global resilience strategy shows you how to be smart about success and failure. With these field tested forward focused tools you can SURVIVE SHOCKS AND SETBACKS, TURN THREATS INTO OPPORTUNITIES, ANTICIPATE CHANGE BEFORE IT HAPPENS, ENSURE YOUR SUCCESS IS SUSTAINABLE. As a bonus the book features Postcards from the Resilient Edge a powerhouse selection of frontline lessons from leading corporations that demonstrate ways you can marshal skill and master luck to take control of your organization's destiny. THE DEFINITIVE GUIDE TO THE NEW RESILIENCE MOVEMENT One of the most powerful trends born of the New Recession resilience has become the operative word for business leaders and entrepreneurs facing an unpredictable market. On the forefront of this movement global innovator and strategy consultant professor Liisa Välikangas has created a step by step system of proven survival strategies you can put into action immediately. Whether you need to bounce back from a downturn, take the fight to new competitors or change your game plan at a moment's notice. The Resilient Organization shows you how to rethink your current strategies and rebuild your company's foundation using four basic tools: INNOVATION with high impact and low overhead; DESIGN that is robust, sustainable and evolvable; ADAPTABILITY to changing circumstances; and STRENGTH in the face of adversity. By creating a culture of resilience in your organization you'll be prepared for any challenge the future might hold. The Resilient Organization's fascinating case studies provide real world examples of resilience in action, how to recover faster from hardships, how to experiment on new opportunities in a timely manner, how to avoid repeating bad business decisions and

when to scrap old strategies that just don't work anymore. Using the time-tested principles of resilience you can find golden opportunities in any situation whether it's tough competition, reduced resources or a roller coaster market. If you're strategically resilient, you not only survive crises but you can turn these crises into opportunities. LIISA V LIKANGAS PH.D. is professor of innovation management at the Aalto University School of Economics, formerly Helsinki School of Economics in Finland. She is the cofounder and president of Innovation Democracy, a non-profit global organization dedicated to supporting local innovation and entrepreneurship. Her research on innovation strategy and organization has been published in Harvard Business Review, MIT Sloan Management Review, and The Wall Street Journal. With Gary Hamel, she coauthored the Harvard Business Review article "The Quest for Resilience" and cofounded the Woodside Institute, a research organization dedicated to advancing management innovation. Professor V. Likangas currently divides her time between Helsinki and California. **Roar** Sandy Asch, Tim Mulligan, 2016-05-14 To thrive in the dynamic global economy you need to build organizational resilience. **ROAR: How to Build a Resilient Organization the World Famous San Diego Zoo Way** looks at San Diego Zoo Global's high performance culture and how any organization can follow its example to achieve exceptional influence and success. Using an innovative Resilience at Work model, this book offers inspiration and actionable guidance for how to Attract the best employees through integrity and respect; Enhance wellbeing and happiness for superior performance; Nurture enhanced engagement with the organization's mission; Take control of time and energy; Encourage courageous conversations to forge trust and loyalty; Raise talented new leaders to take the mission forward. The result: Resilience with a ROAR of purpose and passion that will drive engagement and inspire extraordinary effort in any organization. **Culture Design** James D. White, Krista White, 2025-11-11 Strong cultures don't emerge by accident. They're built with clarity, consistency, and design. This is your guide. Today's leaders are navigating a storm of competing demands, rising economic and social pressures, rapid technological disruption, and a workforce that expects greater purpose and accountability than ever before. In this unpredictable climate, a weak culture erodes trust, loyalty, and performance. A strong one, by contrast, makes the difference between clarity and confusion, resilience and fragility. It's time to get intentional about your company's culture. In this practical and inspiring book, you'll find a clear, actionable framework rooted in design thinking and inclusive leadership to help you shape a culture that's resilient, empowering, and built to last. **Culture Design** brings together James D. White's expert perspective, informed by more than thirty years of operating experience across sectors, and in the boardroom, with his daughter Krista White's millennial perspective of modern workers' expectations from their company and its culture. This powerful combination produces a masterful joint outlook on what makes leaders best suited to build cultures that work for all. Together, they've written an essential book with one central message: culture design is an indispensable pillar of strategy for organizations to thrive in the coming decades and beyond. **Building Resilient Organizations** Project Management Institute, PMI, 2022-12-15 In our tumultuous times, understanding and achieving resilience have never been more important. Some

organizations have resilience in their DNA They possess the agility of mind culture and organization to survive and thrive no matter what is put in their way Building Resilient Organizations is focused on identifying what sets these enterprises apart exploring the nature of resilience for organizations Along the way we discover some inspiring global examples of resilient projects in practice and some novel thinking for leaders to consider about what it takes to be resilient over the long haul With contributions from leading thinkers and practitioners from throughout the world Building Resilient Organizations will enable you and your organization to further develop resilience as a muscle in your organization

### **Unfear: Transform Your Organization to Create Breakthrough Performance and Employee Well-Being**

Gaurav Bhatnagar, Mark

Minukas,2021-10-26 Two top experts on high performing organizations show you how to reframe your and your employees relationship with fear and anxiety to create a learning culture of engaged workers at the top of their game Fear and uncertainty have been undermining performance and well being in the workplace for as long as we have had workplaces Here s a little known fact of business mismanaged fear is responsible for almost all of the dysfunction that most organizations experience While fear can drive short term results it does so at the cost of high employee burnout and turnover It also undermines long term business performance But we can t eradicate it entirely it is inherent to the human condition Winning organizations aren t fear free they know how to reframe fear into opportunities for learning and growth They create resilient cultures of unfear In this timely and essential guide McKinsey alumni Gaurav Bhatnagar and Mark Minukas show leaders The impact of fear its biological underpinnings and the archetypes through which it is expressed as patterns of behavior in organizations The strategies techniques and actions to bring about an unfear transformation The process begins with yourself how to become an unfear individual Transformation doesn t start with systems and structures but with mindsets and behavior how to build unfear teams Employee well being leads to high performance for your business how to build unfear organizations This proven approach to workplace anxiety reduces stress boosts engagement and overcomes obstacles that get in the way of success It leads to personal rewards greater profits and sustainable growth This is only possible with a culture of unfear

*How Civil Institutions Build Resilience* Krista S. Langeland,2016 In an effort to support U S Air Force space community resilience objectives researchers conducted a review of the academic literature defining and describing resiliency in various domains and case study reports about how organizations build resilient missions This report summarizes key findings from this review that have broad application to any organization seeking to enhance resilience which includes the space community This report presents the approaches taken by three different types of communities to develop and maintain resilient operations The discussion presented in this report illustrates three methods for building resilience each illustrated by the approach of one community resilience through withstanding an adverse event impact avoidance and robustness resilience through adaptation and flexibility and resilience through recovery and restoration These approaches are broadly described in this report as withstand adapt and recover Communities seeking to develop more resilient

operations can gain insight from applying the various methods described in the literature and applying lessons derived from similar operational environments and how they addressed resilience Recognizing that any given organization can incorporate all three of these approaches in various parts of an overall resilience plan this report seeks to highlight organizations that will be most likely to emphasize one of these approaches over another Publisher s web site *The DNA of the Resilient Organization* Sandra A. Suran,2014 In nature DNA the building block of all life determines whether an organism will grow into a sleek racehorse a sturdy Shetland pony or a lumbering dinosaur whether a group of cells will multiply into a healthy heart or one that kills its owner In much the same way an organization s DNA will determine whether it evolves into a powerhouse or a dying company An organization like a living creature consists of many interdependent parts people relationships historical events past and present decisions life sustaining functions and physical financial and intellectual resources A change in any one of these will affect all of the others for better or worse even though the effect may not be apparent for months or even years The DNA of the Resilient Organization shows managers and leaders how to embed resilience into their organizations DNA It gives the tools for creating a results oriented strategic plan a sturdy infrastructure and star producing talent development using examples from best in class companies It shows how to create the Wonder Glue of Trust Confidence and Motivation that makes companies become and stay successful despite challenges and crises [The Live Enterprise: Create a Continuously Evolving and Learning Organization](#) Jeff Kavanaugh,Rafee Tarafdar,2021-01-26

Named a Best Business Book of 2021 by Soundview Magazine Transform your organization into a constantly learning ever evolving industry leader with the proven operating model of leading global firms For decades leaders of large complex organizations have been rightfully encouraged to run their organizations like lean agile startups More often than not they place their bets on trends like digital transformation or design thinking Well intended yet in isolation they are not enough There s another better way to drive durable effective change in your organization and it s been proven effective by global IT and business consulting leader Infosys The Live Enterprise operating model provides a clear path to transform large complex businesses into agile digital ecosystems that evolve with changing market needs and scale to any size You ll learn how to apply the benefits of the startup operating model but go much further This groundbreaking guide addresses issues critical to transform large organizations such as Create an organizational structure that drives collaboration innovation strategic alignment and new culture across distributed interconnected teams Respond quickly yet thoughtfully and scientifically to opportunities to create valuable new employee and customer experiences Reengineer your value chain to see what s missing what can be improved and what can be eliminated to generate exponential value Automate systems so routine decisions can be acted upon with maximum human intuition and minimum human intervention Groundbreaking in theory and long term strategy this game changing guide includes practical steps you can take now for immediate concrete results while laying the groundwork to operate with agility in the future The application of Live Enterprise enabled Infosys to make the kinds of

changes during the COVID crisis to not only survive but drive outstanding financial results Now you can use this innovative approach to position your company for the highly unpredictable future ahead [The Official \(ISC\)2 Guide to the CISSP CBK Reference](#) John Warsinske,Mark Graff,Kevin Henry,Christopher Hoover,Ben Malisow,Sean Murphy,C. Paul Oakes,George Pajari,Jeff T. Parker,David Seidl,Mike Vasquez,2019-05-07 The only official comprehensive reference guide to the CISSP All new for 2019 and beyond this is the authoritative common body of knowledge CBK from ISC 2 for information security professionals charged with designing engineering implementing and managing the overall information security program to protect organizations from increasingly sophisticated attacks Vendor neutral and backed by ISC 2 the CISSP credential meets the stringent requirements of ISO IEC Standard 17024 This CBK covers the new eight domains of CISSP with the necessary depth to apply them to the daily practice of information security Written by a team of subject matter experts this comprehensive reference covers all of the more than 300 CISSP objectives and sub objectives in a structured format with Common and good practices for each objective Common vocabulary and definitions References to widely accepted computing standards Highlights of successful approaches through case studies Whether you ve earned your CISSP credential or are looking for a valuable resource to help advance your security career this comprehensive guide offers everything you need to apply the knowledge of the most recognized body of influence in information security *Organizational Resilience* James J. Leflar,Marc H. Siegel,2013-05-20 Moving towards resiliency is more than just implanting policy and procedure it is a process that takes organizations on a winding path requiring patience and tolerance A good deal of learning will have to take place during the trip and that is why it is necessary to have patience and tolerate the learning process *Organizational Resilience Managing the Risks of Disruptive Events A Practitioner s Guide* provides essential management tools that ensure you will succeed in moving an organization towards becoming more resilient The book explains organizational resilience and how to manage risk through the use of the ANSI ASIS SPC 1 2009 Standard It outlines a concise clearly understandable approach to successfully addressing the various challenges and techniques necessary to plan prepare and implement organizational resilience management in any organization The authors cut through the complexities and identify the key issues and methods for successful implementation They focus on organizational resilience management as an integral component of an overall business and risk management strategy They also explore how organizational resilience creates value for the organization and can be applied to both the private and public sectors Building a resilient organization is a cross disciplinary and cross functional endeavor therefore practitioners may come from a variety of disciplines all of which contribute to helping the organization achieve its objectives This book provides valuable and much needed guidance that enables practitioners to achieve the desired goals of effective organizational resilience through cost effective methods **Coming Clean About Organizational Change** Jerry L. Patterson,1997 This book examines change leadership and resilience including levels of change what constitutes effective leadership and characteristics of organizational resilience It describes ways to build

organizational resilience and describes 12 harsh realities that people and organizations bring to reform such as the reality that most people act first in their own self interest not in the interest of the organization that most people engage in organizational change because of their own pain not because of the merits of the change and that most organizations engage in long term change with short term leadership Each of these realities is illustrated by an example and the leadership implications of the reality are detailed The text discusses ways to heighten individual resilience in others to determine where people are in relation to change to help people move from where they are to where they need to be and to provide caring clarity choice and hope The volume also details ways to maintain personal resilience the special anatomy of leadership pain and increasing leaders resilience RJM *Harvard Business School Core Collection Baker Library, 1999* **Organizations**

James L. Gibson, John M. Ivancevich, James H. Donnelly, 1997 This text covers both micro and macro topics continuing the research base set by previous editions Each chapter contains close up boxes case for analysis and experimental exercise which provide the student with real world applications

### **Change Proof: Leveraging the Power of Uncertainty to Build**

**Long-term Resilience** Adam Markel, 2022-02-22 Learn how to thrive on uncertainty instead of merely managing it from the resiliency expert and author of PIVOT In his 1 bestselling guide to resilience Pivot business and personal development expert Adam Markel showed how building resilience can supercharge your life and career Now in Change Proof he shows how you can move beyond managing change to actively embracing it and actually using times of uncertainty crisis and chaos to create opportunities and stimulate positive growth Broken down into four parts Change Proof explores the dynamics of change and provides a model of how to create the mindset that embraces it fully Using case studies current research and his years of experience as an expert in the integration of business and personal development Markel uses real life scenarios to illuminate the lessons in engaging chapters that include The Myth of Balance The Resilience Bank Account Recovery vs Burnout Even Michael Jordan Paused Get Out of Your Head A Little Failure Goes a Long Way Calm Is Contagious What Change Proof Culture Can Do for You You ll learn how to choose change before it chooses you what it takes and what it means to become truly change proof and how to leverage your relationship to change You ll also find practical strategies in the change proof model pause ask choose With a combination of mindset recalibration and specific hands on ways to make it work Change Proof will help you take the art and science of resilience to the next level and look forward to future and all the changes it will bring with full confidence

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