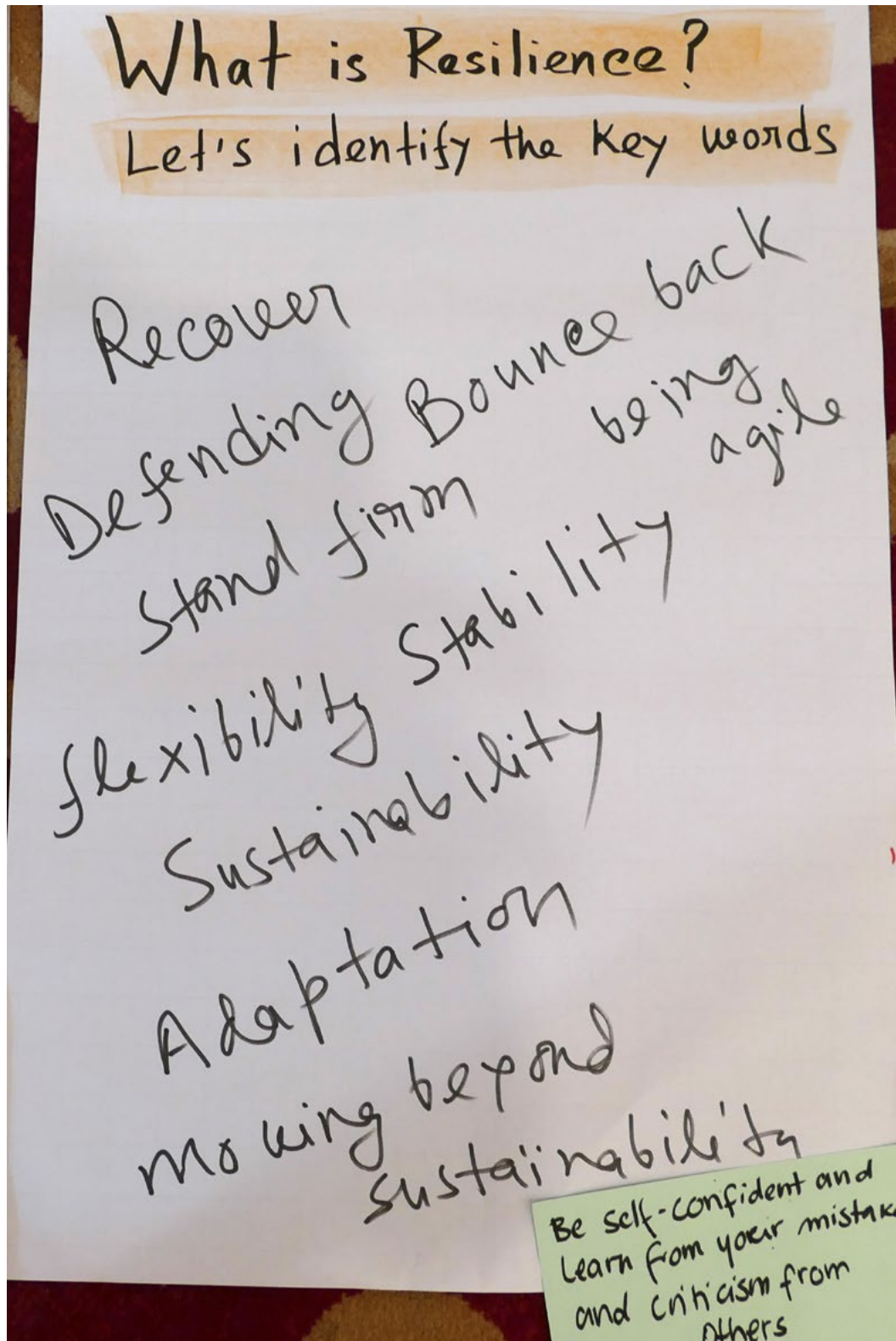


RESILIENCE IN NON-PROFITS

- How to be prepared? -

by Subhankar Chatterjee



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

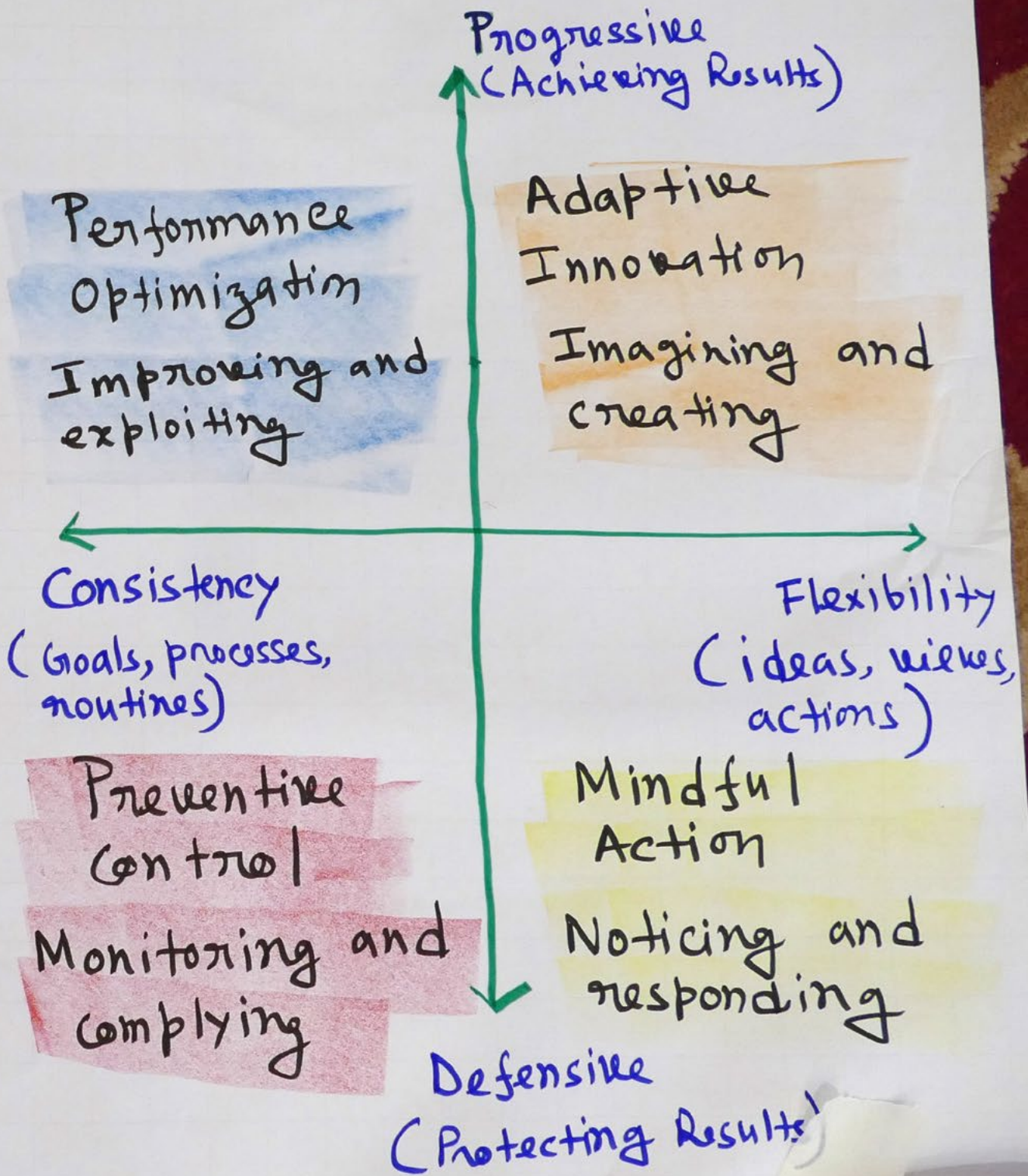
- Shared purpose which enables a strong connection between individual and organization
- Enabling leadership - helping other people to succeed
- Meaningful relationships - building a connected and collaborative community
- Collaborative learning - provides a space where failure is seen as an opportunity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

Drivers of Organizational Resilience



The Organizational Resilience

Tension



Organizational Resilience is
by balancing all four

1995

Sven Hansen - Inside of Resilience

Emotion, Mind

Creativity

Mastery, Flow

physical, mental and emotional well being

Individual Resilience

to bounce back

Challenge & Failure

Bounce

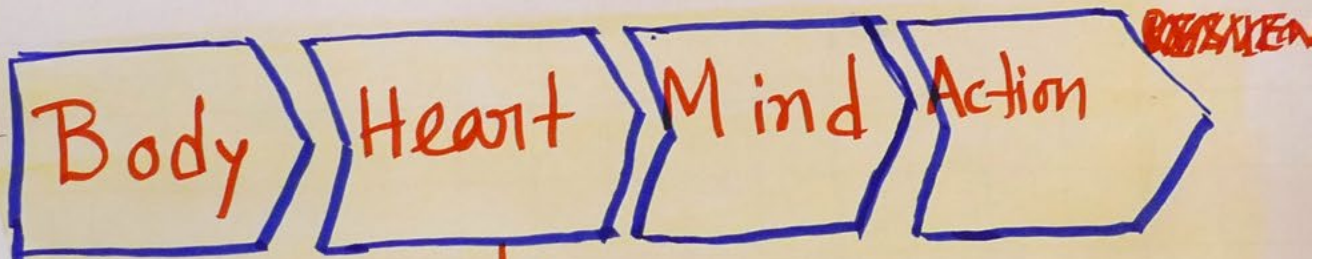
Rebuilding Coherence

Work, Love, Pray

Connection

Discipline

Prevent
Heal
Exercise
Courage
Sleep
Nourish



Insight - Practice - Mastery

SENSE OF PURPOSE

Introducing the 4 Sights 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

