Module 3: Building Resiliency in Your Organization

Purpose

The purpose of this module is to enable you to identify your own organization’s challenges; create your own strategies that can be implemented through policy, supervisory techniques, or competency-based training; and discuss how these strategies can be implemented.

Lessons

1. Challenges and Strategies
2. Implementation Ideas

Learning Objectives

By the end of this module, you will be able to:

- Create strategies to build capacity in each core element within your own organizations.
- Discuss ways to implement strategies within your own organizations.
- Identify potential roadblocks to implementing specific strategies.
1. Challenges and Strategies

Earlier we discussed some strategies for building the elements of resiliency. We talked about how – through the organizational resiliency model – an organization can implement those strategies through policy, supervisory techniques, or competency-based training.

Now we’re going to focus on your organizations. We will walk through the entire process of identifying an organization’s resiliency challenges, developing activities and strategies to address those challenges, and implementing the strategies at an organizational level.

2. Implementation Ideas

In this lesson, you will explore discuss ways to implement strategies: specific steps you would need to go through to put the strategy in place.

For example, if your strategy is to institute flex-time to address the challenge of employee absenteeism, your steps might be:

1. Identify the parameters of flex-time, such as the hours and days of the week that will be included in the flex-time policy.
2. Determine whether flex-time will impact case load, and if so, what to do about it.
3. Identify who needs to buy in to the flex-time program and decide how to approach them.