Module 2
The Organizational Resiliency Model
Learning Objectives

- Describe how the five core elements of resiliency relate to the organizational resiliency model.
- Describe three ways organizations can implement strategies through the organizational resiliency model.
The Organizational Resiliency Model

- Personal Perspective and Meaning
- Self-Knowledge and Insight
- Strong Relationships
- A Sense of Hope
- Healthy Coping

Organizational Resiliency Model

- Policies
- Supervisory Techniques
- Competency-Based Training
- Evidence
  - Expert Judgment
  - Practice Wisdom
Organizational Resiliency Model

- Pro-active, not re-active.
- Ongoing effort to promote resiliency in the five core elements.
- Strategies in areas where the organization has authority.
- Evidence-based research, expert judgment, and practice wisdom.
Video: Building Resiliency Through Training
The strategies used to build resiliency in organizations depend in large part on the challenges the organization is facing.

The challenges and strategies we discuss in the following activity do not represent a comprehensive list of challenges faced by child abuse organizations or strategies that can be implemented to build resiliency.
Activity

Resiliency Challenges and Strategies
The Challenge:
Difficulty accepting “I can’t fix everything.”
Employees are becoming disheartened.
The Challenge:
Difficulty accepting “I can’t fix everything.” Employees are becoming disheartened.

One Strategy:
Encouraging reflective practice in a group or by writing in a personal journal.
Challenge:
Sense of Hope

The Challenge:
No recognition of the importance of having fun at work.
Strategy: Sense of Hope

The Challenge:
No recognition of the importance of having fun at work.

One Strategy:
Hold an enjoyable activity like a “Movie Day” once a month.
The Challenge:
The effect of stress on health. Employees complain of exhaustion and illness.
The Challenge:
The effect of stress on health. Employees complain of exhaustion and illness.

One Strategy:
Develop a training program to focus on exercise, health, and nutrition.
Challenge: Strong Relationships

The Challenge:
Lack of communication.
Strategy: Strong Relationships

The Challenge:
Lack of communication.

One Strategy:
Create a safer organizational culture where it is safe for employees to speak up.
The Challenge:
Excessive employee turnover. Employees do not realize the emotional demands of the job.
Strategy: Self-Knowledge and Insight

The Challenge:
Excessive employee turnover. Employees do not realize the emotional demands of the job.

One Strategy:
Develop employee hiring protocol to find people who are right for the job.
Video: *Strategies That Work*
Review of Learning Objectives

- Describe how the five core elements of resiliency relate to the organizational resiliency model.
- Describe three ways organizations can implement strategies through the organizational resiliency model.
End of Module 2

Questions? Comments?