



Training by Request

An **OVC** Program

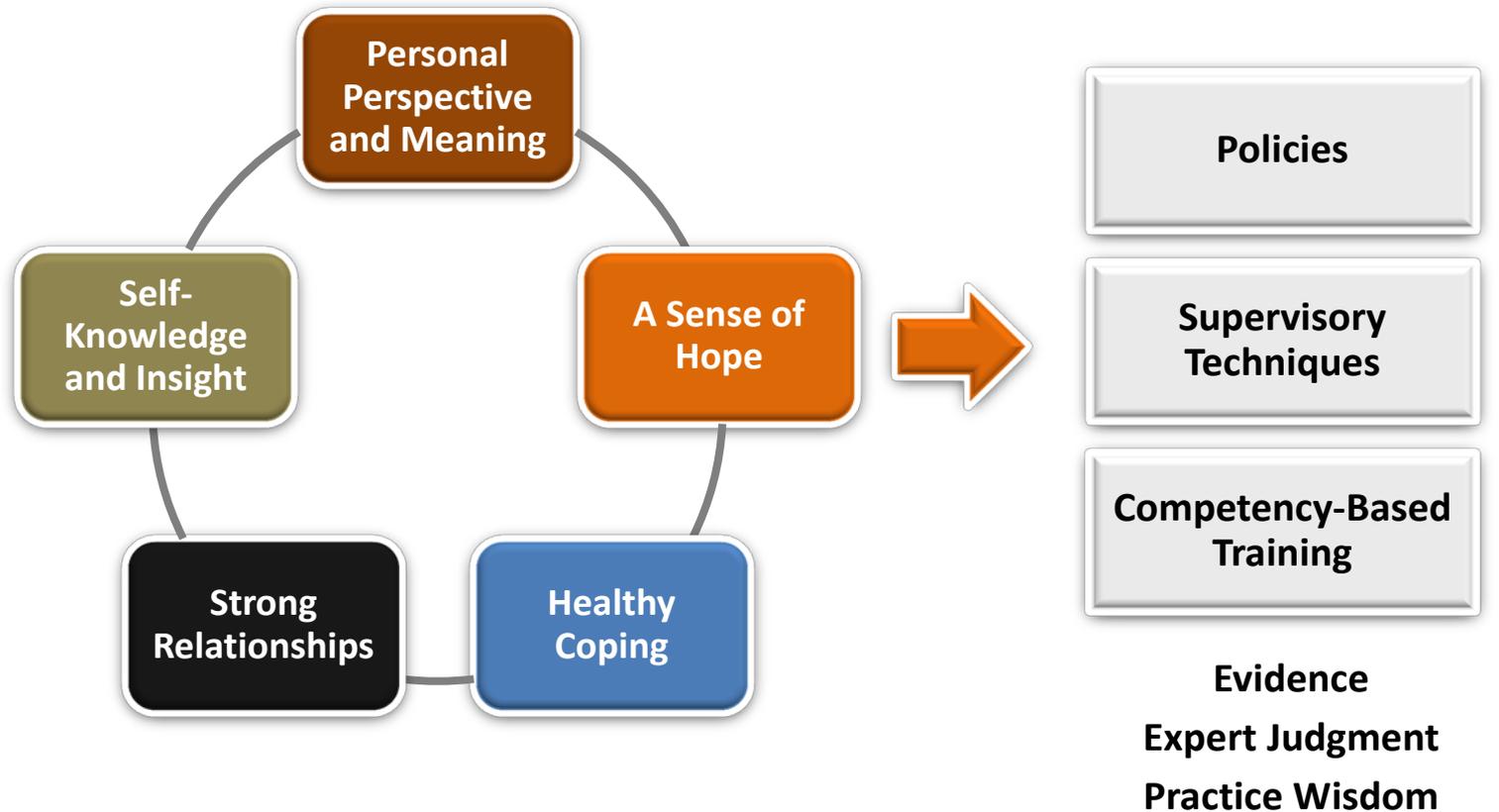
Module 2 The Organizational Resiliency Model



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



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*



Building Resiliency in Organizations

- 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.

Resiliency Challenges and Strategies

Challenge: Personal Perspective and Meaning

The Challenge:

Difficulty accepting “I can’t fix everything.”
Employees are becoming disheartened.



Strategy: Personal Perspective and Meaning

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.



Challenge: Healthy Coping

The Challenge:

The effect of stress on health. Employees complain of exhaustion and illness.



Strategy: Healthy Coping

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.



Challenge: Self-Knowledge and Insight

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.

Questions? Comments?

