

Why Resilience Matters...

[resilience]

a skill that can be developed to offer strength and stability when recovering from difficulties and leverage when facing new challenges. *sandy anderson*

Purpose.

Your mission needs to be activated to keep the doors open. How resilient your people are impacts whether the mission comes to life or limps along.

“Only four in ten U.S. employees strongly agree that the mission or purpose of the company makes them feel their job is important. This is particularly troubling because an organization’s culture begins with its purpose.” -Gallup, 2022

People.

An organization that creates opportunity for their people to develop resilient skills is investing in the individual team members leadership and livability; both how they lead and live.

“In overwhelming moments, it’s not superpowers that allow people to simultaneously feel large concerns and still apply themselves to their work and daily needs; it’s resilience skills”. -Jan Bruce CEO, meQuilibrium

“How we lead impacts how people live. -Bob Chapman

“How we live impacts how we lead.” -Sandy Anderson

Problem.

Volatility, Uncertainty, Complexity, Ambiguity [VUCA], experiences that are not new, not going away and have intensified. How we face them individually and collectively as an organization impacts every aspect of the employee experience [recruitment, onboarding, retention, day to day engagement].

Harvard Business Review estimates the healthcare spending due to workplace burnout comes to \$125 billion to \$90 billion. Employees who are burned out are 63% more likely to take a sick day. -Gallup, 2022

“Disruptions can leave leaders in a reactive state as they tackle high-priority problems. But the best leaders don’t just resolve concerns – they take advantage of the crisis by supporting peak agility and resilience.” -Gallup, 2020

paradigm.

Resilience is a muscle, it's a strategy, not a program. It doesn't develop because of extra perks or the flavor of the month trainings that check the team development requirements. Authentic impact requires investment and intention starting from top down.

"All over the world employers are under stress, and the uncertainty and stress of change has caused burnout. So, a new paradigm has emerged: a corporate focus on resilience."

-Josh Bersin, global research analyst, advisor

"Resiliency is about addressing your company's greatest vulnerability; the risk to workforce wellbeing amidst rising rates of mental health challenges, burn out and turnover." -New Life Solutions, Inc, 2022

pathway.

Your organization's approach needs to be genuine and relevant to be sustainable and transformational.

"Sandy speaks to the soul. This was so necessary when we were feeling exhausted and in some areas discouraged. The strategies invited us to practice and process how we can build resilience into our daily work, leadership and our team relationships." -HR Professional

next step.

Book a no cost, no commitment discovery consult with Sandy to explore what your next steps could be to integrate resilience with intention into your organizational culture and workplace environments.

<https://calendly.com/sandyandersonconsulting/organization-discovery-consult>

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