



P · E · P · I · T  
CONSULTING

# **RESILIENCE**

## **ADAPTIVE LEADERSHIP IN CIVIL SOCIETY**

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# OBJECTIVES

1. Introduction to organisational resilience
2. The 3Cs for resilient and adaptive leadership
3. Sample Initiatives for innovation and transformation

# RESILIENCE

**ADAPT  
SUSTAIN  
GROW**

Resilience is not just about surviving and rebounding but it's also about **BOUNCING FORWARD** and **EMBRACING MOMENTUM** in times of adversity or change”



# RESILIENCE



## ORGANISATION

- Culture
- Human Resources
- Senior Management



## LEADERS

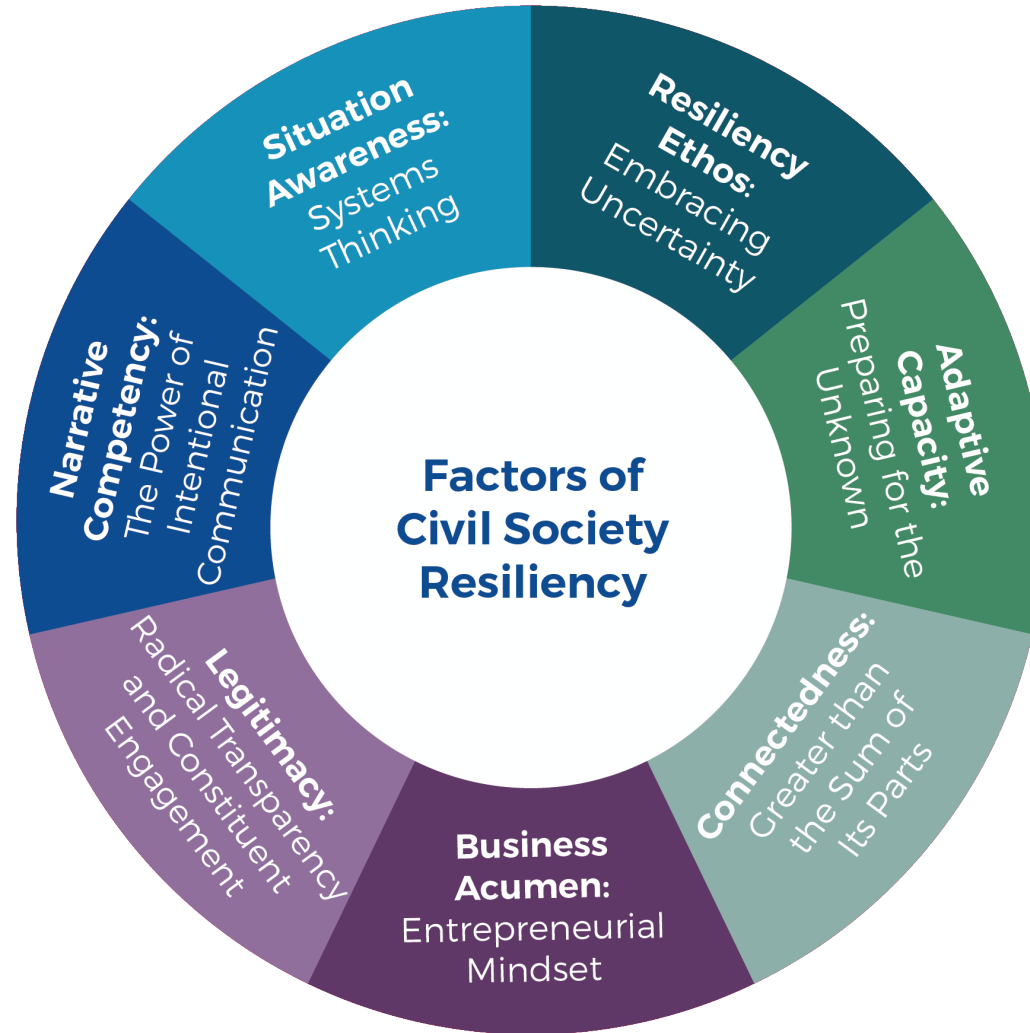
- Change Agent
- Role Model
- Manager as Coach



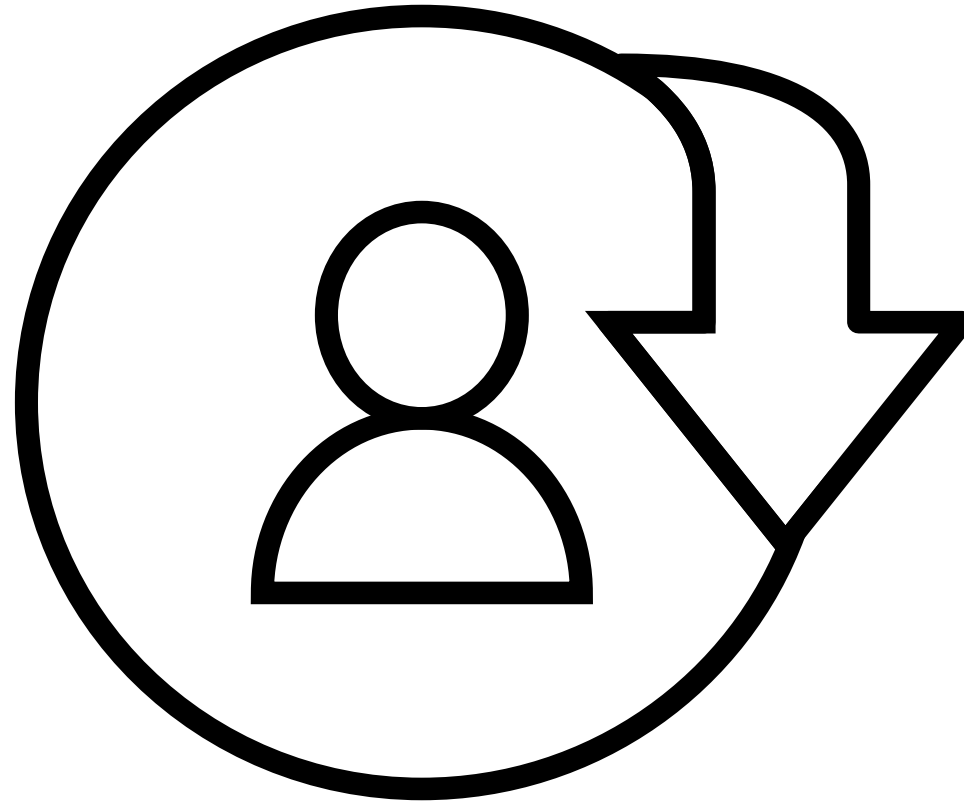
## EMPLOYEES

- **Personal Resilience**
  - Body
  - Emotion
  - Mind
  - Relationships

# THE RESILIENCY FRAMEWORK: PARTNERS GLOBAL



**IT'S NOT ONLY ABOUT CHANGING THE STRUCTURE  
IT'S ABOUT CHANGING THE CULTURE**



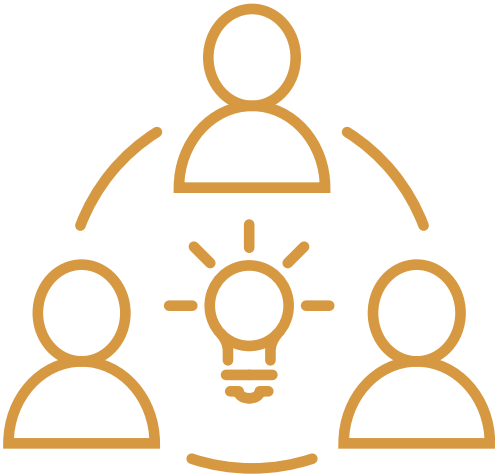
# THE 3Cs OF AN ADAPTIVE & RESILIENT LEADER



Caring



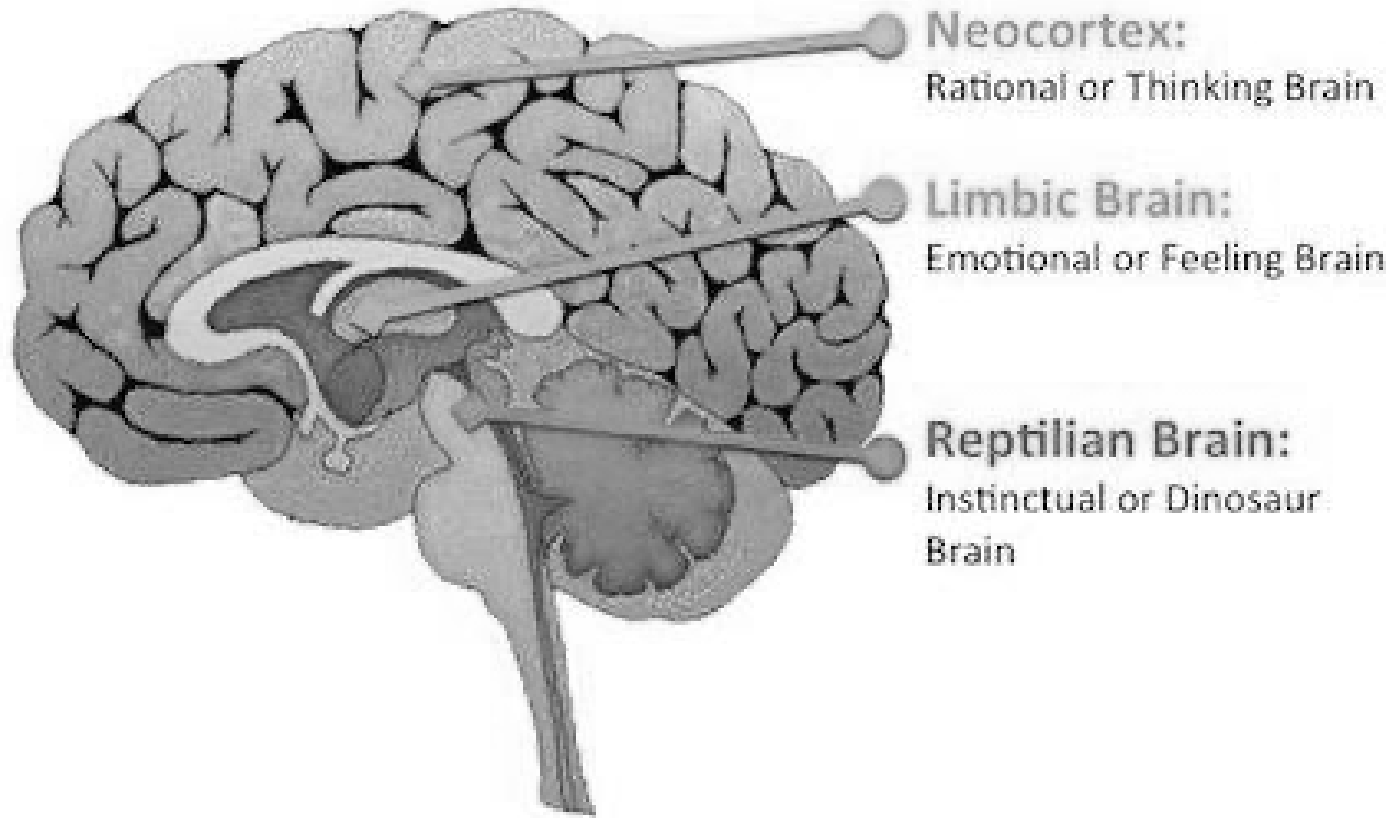
Connected



Creative

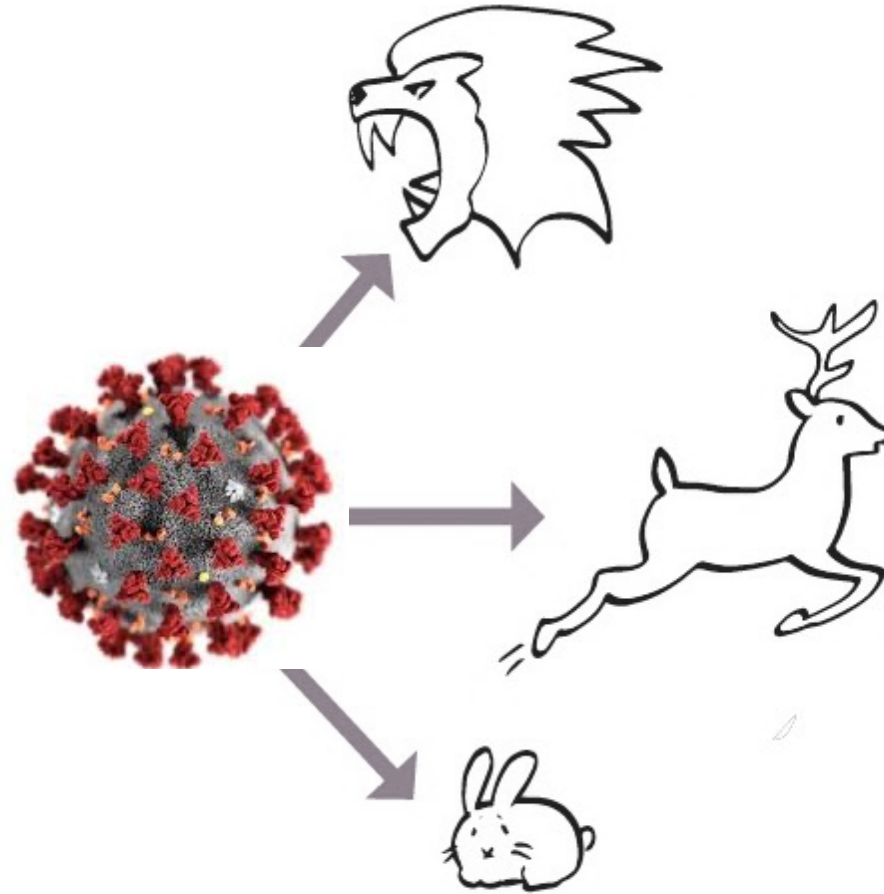
COLLABORATION  
INNOVATION  
ENGAGEMENT  
PERFORMANCE  
HEALTH

# NEUROSCIENCE: BRAIN UNDER THREAT THROUGH CHANGE





# LEADING FROM FEAR



**AGGRESSIVITY**  
**Workaholic**

**ANXIETY**  
**Overwhelm**

**NEGATIVITY**  
**Procrastination**

# NEUROSCIENCE: BRAIN UNDER THREAT



**NO DECISION**  
**NO INNOVATION**  
**NO COLLABORATION**

# DIFFERENT MINDSET IN THE FACE OF CHANGE

**FIXED MINDSET =  
THREAT**



**GROWTH MINDSET =  
CHALLENGE**

**Be "Good"**

- Proving
- Demonstrating skills
- Performing better than others

**"Get better"**

- Improving
- Developing skills
- Performing better than you did before

# HOW WILL THE DIFFERENT MINDSET RESPOND TO ...



**FIXED MINDSET**

- 1. Challenge**
- 2. Feedback**
- 3. Failure**
- 4. Personal success**
- 5. Success of others**



**GROWTH MINDSET**

# FIXED MINDSET

## 1. Difficulties / Challenge

Give up when it gets too difficult, avoidance, “I’m not good enough” , “I don’t have the skills”

## 2. Feedback

Takes it personally, suffers from criticism

## 3. Failure

Avoid taking risks – Stays in comfort zone (even if uncomfortable)

## 4. Success

Success comes from external causes

## 5. Success of others

Negative comparisons, lower self-esteem

# GROWTH MINDSET

## 1. Difficulties/Challenge

Perseverance – stimulated by challenges – a great chance to develop skills  
desire to learn and provide efforts even if difficult, trying

## 2. Feedback

Opportunity to learn and grow

## 3. Failure

Failure helps me grow, take risks, grows comfort zone

## 4. Success

Success comes from effort

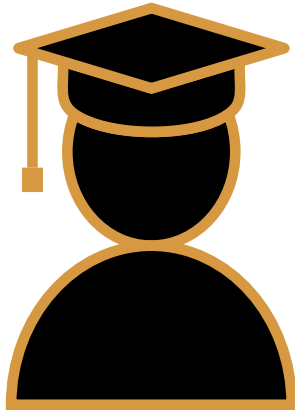
## 5. Success of others

Inspired by success of others

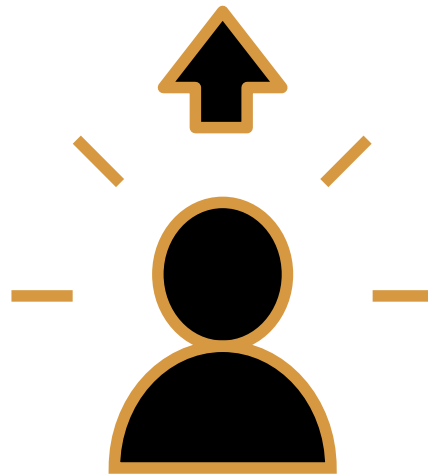
# GROWTH MINDSET LEADERSHIP



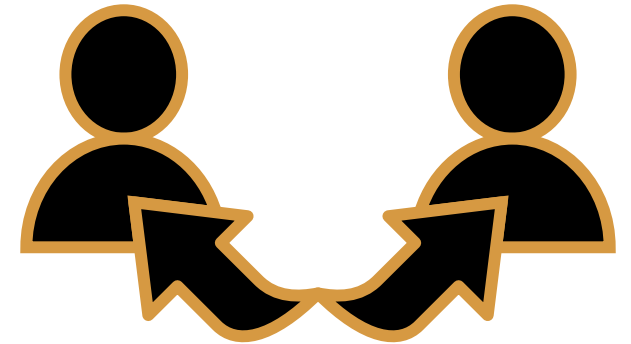
**LEARNING**



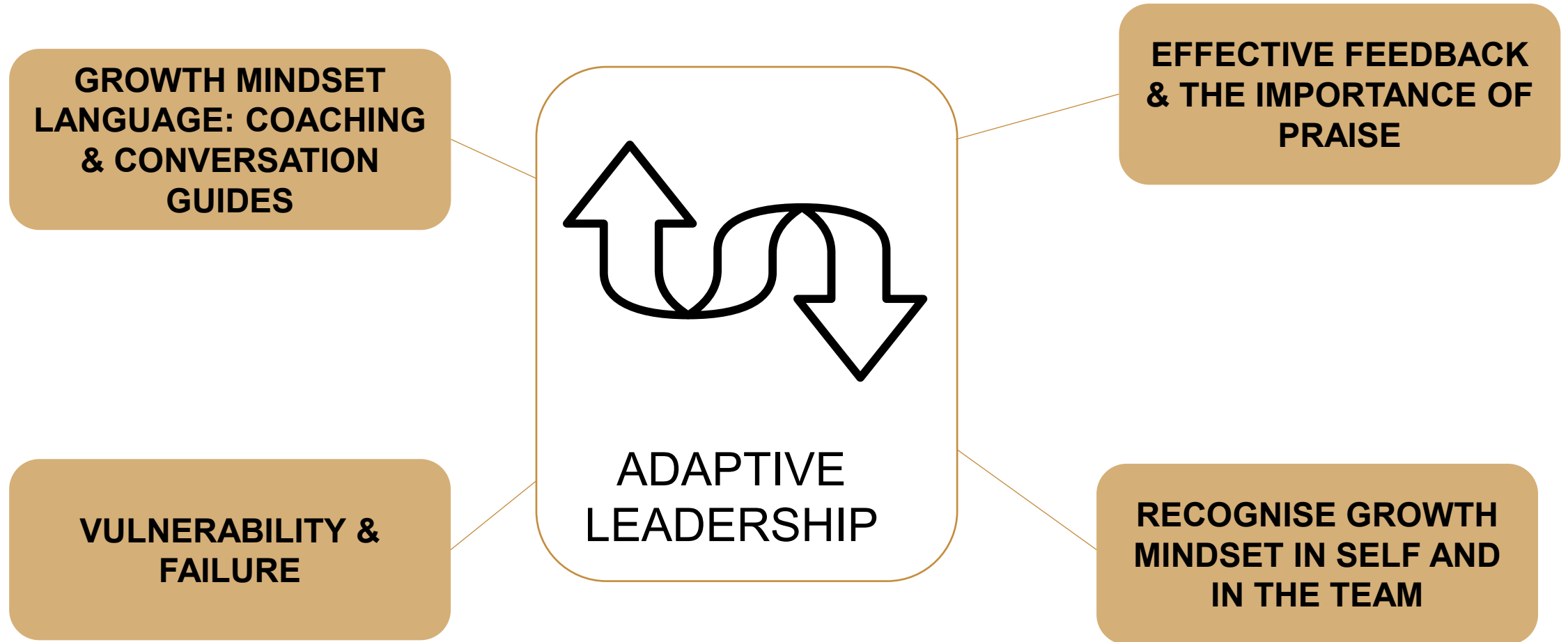
**RISK-TAKING**



**FEEDBACK**



# SAMPLE LEADERSHIP INITIATIVES



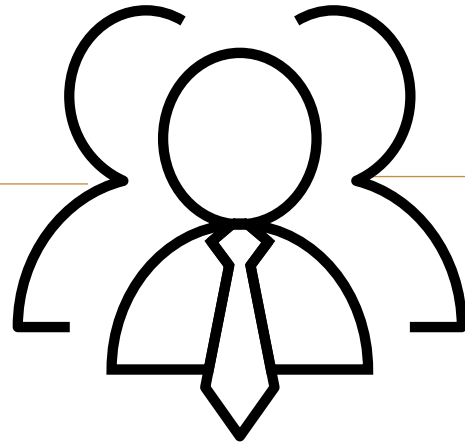
# SAMPLE ORGANISATIONAL INITIATIVES





# SAMPLE EMPLOYEE INITIATIVES

**TRAINING ON GROWTH  
V/S FIXED MINDSET**



**BECOME A GROWTH  
MINDSET  
AMBASSADOR**

**Employee**