



The WrightWorkPlace

Resilience Culture Change

How to foster sustainable resilience on
all levels in your organisation

What is corporate culture?

"Corporate culture is how organisations 'do things'." - Robbie Katanga

"Organisational culture defines a jointly shared description of an organisation from within." - Bruce Perron

Aristotle said, "We are what we repeatedly do."

What is included in our corporate culture?

Corporate culture determines how we behave within the organisation.

- How our leaders lead
- How we treat each other
- How we treat our customers
- What we expect of our people
- And what we value in our employees

How do you create a more resilient corporate culture

- By becoming a 'conscious competent' on the topic of resilience
- By building pro-resilient behaviour into your corporate culture
- By repeatedly behaving in a way that promotes resilience in yourselves and others.

First steps to a more resilient culture

1. Monitor

First define what you want your resilience culture to look like- How healthy will your people be? How will your people treat each other?

2. Measure

How close are you to your ideal culture? Measure the differences between where you are and where you want to be, as an organisation, regarding overall organisational health.

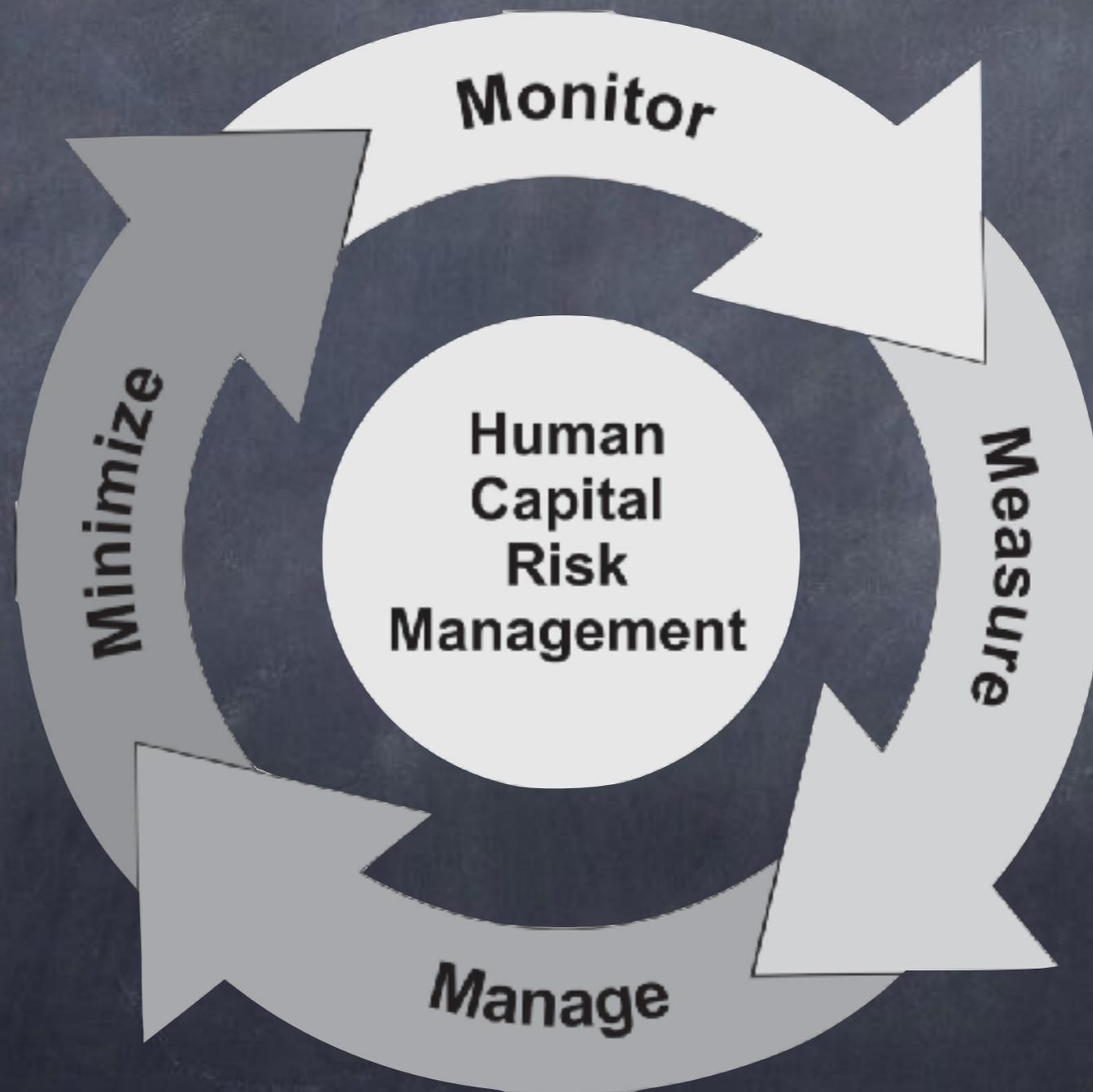
4. Manage

Determine which risks are the highest and set priorities, based on the results of monitoring your organisation as well as measuring the gap between where you are and where you want to be.

5. Minimise

Put plans and actions in place that will mitigate risks and reinforce behaviours that will drive a resilient corporate culture

How do we make it simple - the HC Risk Monitor



We have some solutions for you

1. Define & understand resilience risks

Use the Human Capital Risk Monitor© to measure the risk to your organisation, teams & individuals. Build a risk management plan.

2. Foster cognitive elements of resilience

Presentation and/or workshop on resilience with supplemental materials/resources.

3. Focus on behavioural elements of resilience

Experience personal resilience coaching session or team coaching session. Modify your own behaviour to be more resilient & to inspire resilience in others.

4. Experience contextual elements of resilience

Use the resilience principles in leading, monitoring and coaching direct reports & peers

The WrightWorkPlace is ready to help!



The WrightWorkPlace

- We have been helping companies change and improve their corporate cultures for decades.
- Let us help you plan a change that will 'stick'. Resilience = Top performance!
- Get your whole organisation involved with the change and celebrate your success with them too.
- We can help!