Webinar #1
Organizational Practices

Organizational Resilience

Joshua Berry
Co-Founder & CEO
Author of Dare To Be Naive

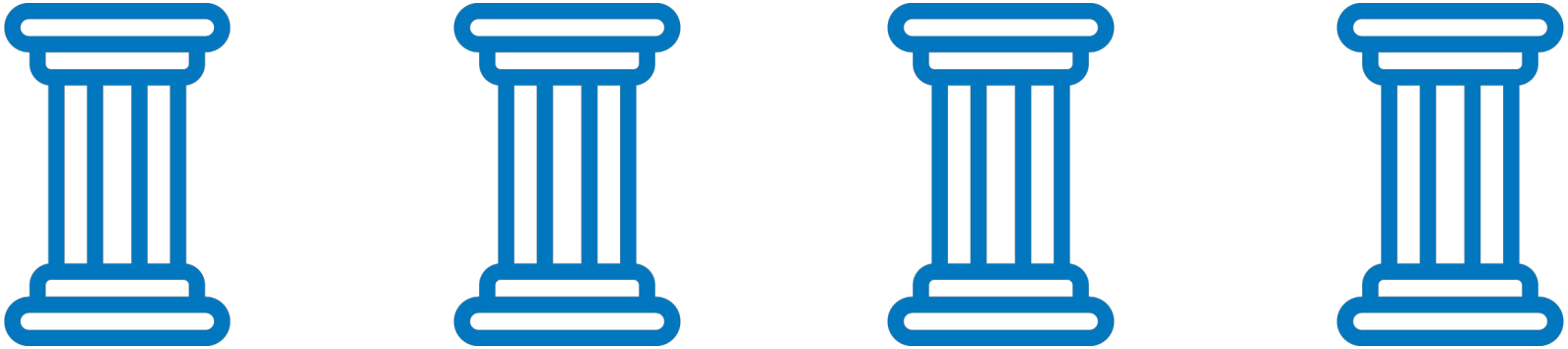
Grab a pen and paper

Add to chat:

What do you hope to learn during this series?

Four Pillars

of organizational resilience



Organizational Practices

Leadership Qualities

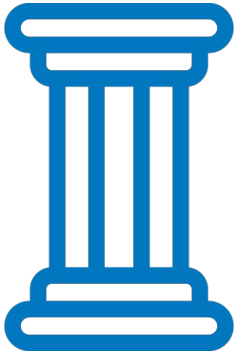
Workplace Culture

Workforce Temperature

Resource Page: https://www.disastermh.nebraska.edu/resources/resilience-resources-for-organizations/

Four Pillars

of organizational resilience



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University of Nebraska Public Policy Center

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Today.

Warm up!

Defining Organizational Practices

Organizational Practices Drivers

Q&A

Next Session & Wrap

Hi, I'm Joshua.

what lights me up

Evolving work for good

About Econic.

Econic is a leadership, innovation and organizational culture consulting group.

We exist to help people practice the behaviors that grow themselves and their organizations.

ECONIC Certified B Corporation PLEDGE 1%

Warm up

When was a time a manager or a leader saw something special in you and invested in your development?

Defining

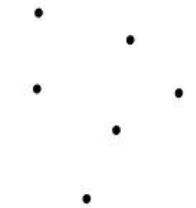
Organizational Practices.

Defining Organizational Practices

Organizational practices are ways an organization runs and how it handles things like **decision-making, teamwork, and problem-solving**.

Good organizational practices help the organization run smoothly and keep **everyone working together toward common goals**.

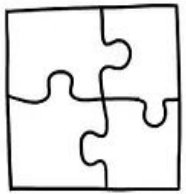
Organizations are dynamic systems.



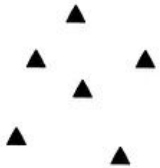
DISCONNECTION

INTERCONNECTEDNES

PARTS



WHOLES



ISOLATION

RELATIONSHIPS

A system is a set of components that work together to perform the functions required to achieve the system's objective.

Donella Meadows, author of The Limits to Growth and Thinking In Systems

10 Core Org Practices

#1

Teamwork

Collaboration with others to manage unexpected challenges.

#2

Role Clarity

Most people in our organization have a clear understanding of their role.

#3

Continuity

If key people in our organization were unavailable, others could fill their roles.

#4

Listening

Managers actively listen to our employees.

#5

Prioritization

Our organization has clearly defined priorities for what is important.

#6

Trendspotting

Our organization pays attention to workforce trends.

#7

Experiences

People are encouraged to try different roles to gain experience.

#8

Decision making

When needed, our organization can make tough decisions quickly.

#9

Development

Professional Development opportunities are available.

#10

Advancement

Opportunities for advancement are available.

If you are interested in taking the Organizational Assessment, contact Jason.Shonerd@unl.edu

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How do we identify meaningful development opportunities?

Identifying development opportunities

- What unique strengths and talents does the team have?
- How can these strengths and talents be ignited to their fullest potential?
- What are the specific development needs of the team?
- In what areas do team members hope to grow, and how can this growth be supported?
- How do these growth goals align with the strategic priorities and needs of the organization?

Five core questions to explore

Resource: Retention & Recruitment Toolkit

What difference does it make if we invest in our team's development?

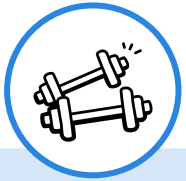
CORA
CORA
ANCORA
Yvonne Keathley
ALPS
Actively Leading
Purposeful Solutions
tailwinds
things working in our favor
anchors
things slowing us down
strengths
unfair advantages we should leverage
threats
things we should be paying attention to
goals
where we're heading & why
Post-it
table
3

What difference does it make if we invest in our team's development?

Strengthen core competencies to be successful in in the role.

Build a sense of connection to the team and organization.

Attract talented people who are interested in learning and striving for excellence.



Build skills readiness and resilience mindset for the future.

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Q&A

What's Next?

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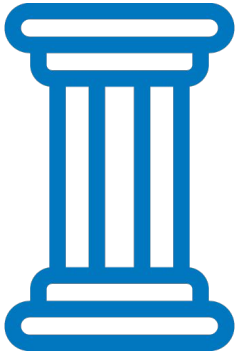

Leadership Qualities

Workplace Culture

Workforce Temperature

Next session
Thursday
May 29, 12p

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