Resilience analysis grid applicable at organizational levels!?
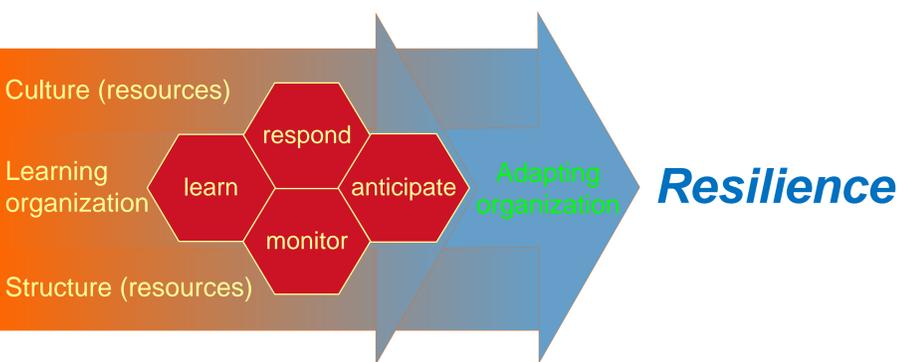

Development of RAG through open innovation

1. Study started aimed at tool development in cooperation with electricity companies
2. TNO seeks open innovation
3. Supported by resilience innovation laboratory

Four capabilities to be assessed?

1. Monitor
2. Anticipate
3. Respond
4. Learning

Framework

1. The four abilities of resilience;
2. The need for supporting structure and culture;
3. The identification of relevant resources to support and feed resilience;
4. The variety of levels within organizations.

Complexity tackled: recursive system levels in focus

1. Organization (networks, team of teams)
2. Team
3. Individual

Cultural support

1. Learning culture
2. Just culture
3. Mindful
4. Informed

Culture (resources)

Learning organization

Structure (resources)

respond · learn · anticipate · monitor

Adapting organization

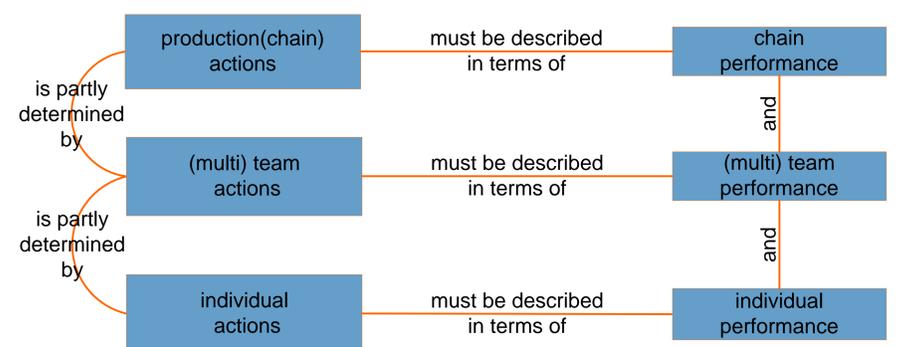**Resilience**

Structural support

1. Governance structure
2. Management commitment
3. Decision making authority
4. Coordination structure through en between levels
5. Communication structure top down and bottom up

We question:

Organizational resilience:
Organizational resilience performs characteristics of high reliable organization and develops a resilient culture.
Generates relevant structural dynamics with the 4 abilities and resources like structural buffers and redundancy. Open for feed back from stakeholders, transparency.
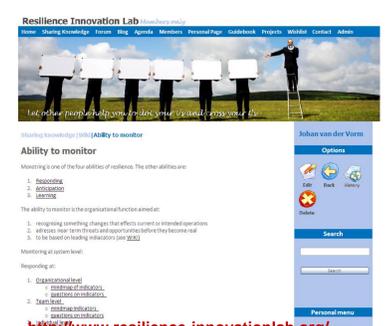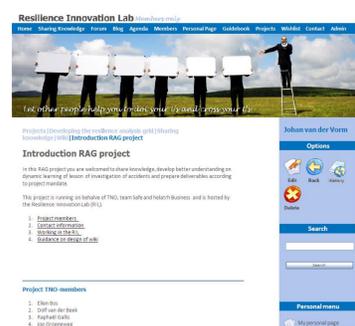
Team resilience:
Performs 4 abilities of resilience. Use informal mode of communication. Have a need for situational awareness and informational back up. Coordination between teams necessary. Prevent group think.

Individual resilience:
Cope with the environment and gets support by team and organization when dealing with work scenario's. Vigilant. Have a sense of efficacy, professional and personal identity and learn and adapt. E.g. teachers in consecutive phase of their career. Job satisfaction is needed.

What do you think?

http://www.resilience-innovationlab.org/