



TRANSFORMATIVE RESILIENCE  
INSTITUTE, LLC

# Leading Change: Resilience is the Secret to Improvement

# A Beginning Exercise “Clearing the Space”

How often have you looked like this:











75%

A 3D rendered graphic featuring the text "75%" in a bold, red, sans-serif font. The characters are thick and have a glossy finish. They are positioned as if they are breaking through a white, layered surface that resembles torn paper or a cracked floor. The background is white, with blue geometric shapes on the left and right sides. The lighting creates soft shadows and highlights on the red characters.





The Daily Times

# ENERGY CRISIS!

The Daily Times

By [Name]

As the world's energy reserves dwindle, a global energy crisis is looming. Experts warn that the depletion of fossil fuels, coupled with the slow progress of renewable energy, could lead to a catastrophic shortage of power. This crisis is not just a matter of convenience; it is a matter of survival. The world's population is growing, and the demand for energy is skyrocketing. Without a sustainable solution, the future is bleak.

The crisis is driven by several factors. First, the world's reserves of oil, coal, and natural gas are being depleted at an alarming rate. Second, the production of these resources is becoming increasingly expensive and environmentally damaging. Third, the transition to renewable energy sources like wind, solar, and hydro is taking much longer than expected. This has led to a global energy deficit that is widening every day.

The consequences of an energy crisis would be dire. It would lead to a sharp increase in the cost of energy, which would in turn drive up the prices of goods and services. It would also lead to a global recession, as many industries would be unable to operate without energy. In the worst-case scenario, it could lead to a global famine, as energy is essential for food production and distribution.

There are several steps that can be taken to avert this crisis. First, we need to invest heavily in renewable energy research and development. We need to make it easier for companies to develop and produce renewable energy. We also need to improve energy efficiency in homes, businesses, and industries. Finally, we need to change our consumption habits and reduce our reliance on energy-intensive products.

The time to act is now. We cannot wait until it is too late. We must take bold action to ensure that we have enough energy to sustain our civilization for the future.



# Surviving

## Scenario: Consider this...

It's 7:45am, your alarm didn't go off and you are rushing to get to work for an 8:30am presentation that you are giving. Your car doesn't start. At that moment you get a call from a direct report that they are sick and can't make it in. They have the materials for your presentation. You then receive a text message from your x-spouse stating that your 8-year old daughter fell down the stairs and is being transported by ambulance to the Emergency Room. "She's should be okay" your spouse was sure to tell you.

**How are you feeling?**

**What's going on in your mind?**

**How do you respond?**



# Resilience is about CHOICE



# Activity: Defining Resilience

What is resilience?

Describe a resilient leader.

Describe a resilient organization.





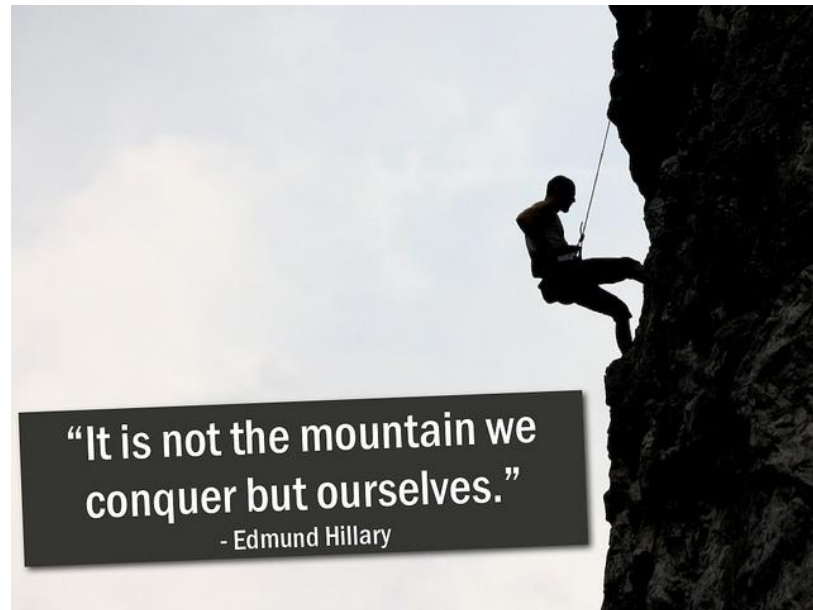
# What is Resilience?

- ▶ It's about adapting well in the face of challenges, adversity, trauma, tragedy, threats or whatever one experiences as significant sources of stress.





# Resilient Leaders



- ▶ Stop, breath, listen
- ▶ Engage in deliberate personal renewal
- ▶ Create connections and deep relationships with colleagues
- ▶ Align their work to their vision
- ▶ Create a positive working climate
- ▶ Demonstrate optimism about the future
- ▶ Build Strong Networks & Alliances
- ▶ Open-minded



# Resilient Organizations

- ▶ The essence of resilience for an organization is an ability to ‘fail elegantly’.
- ▶ Resilient organizations are nimble during change adapting and spend their time innovating rather than collapsing.

Resilient organizations are made up of resilient people



# Activity – Let's Practice



# Activity: Connections



# Neuroplasticity: Make New Connections

You can create  
new **Off-Ramps!**



The **KEY** is to proactively practice Transformative Resilience to create and reinforce new connections.





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# The Connection Machine

- ▶ Brain is a connection machine.
- ▶ Connections are made at an early age.
- ▶ Our thoughts lead to pathways in the brain.

*I don't believe I am capable therefore I don't even try.*





# Reflection ....

- ▶ Reflect on your leadership history
- ▶ Identify a situation where you faced adversity and where you were resilient and thrived
- ▶ Explore with a partner
  - ▶ What internal factors helped?
  - ▶ What external factors helped you?
  - ▶ How were you transformed by the experience?



# Transformative Resilience™

Transformative Resilience is about *transforming* from adversity and becoming **stronger and more capable** than before.



# The “P’s” of Transformative Resilience™





**KEEP  
CALM  
AND  
SELF  
ASSESS**

## Activity: Resilience Assessment

1. Take the Resilience Assessment
2. Be as honest as you can.
3. Share with a learning partner.



# Activity: Resilience Assessment



=

**Light  
Blue**



=

**Blue**



=

**Light  
Green**



=

**Green**



=

**Gray**







# Discussion: Does Your College have a Resilient Culture?

- ▶ **Leaders need to “Walk the Talk”**
  - ▶ Are your leaders chronically stressed out?
  - ▶ Do they model the 5 P’s?
  - ▶ Are they connected to each other?
  - ▶ Do you invest in your leaders?
- ▶ **People prosper from success**
  - ▶ Do your faculty/staff feel successful early in their career?
  - ▶ Are they regularly challenged and rewarded for successes?
- ▶ **People learn while observing others**
  - ▶ Do your new faculty/staff get assigned to successful workgroups?
- ▶ **People need encouragement, support, and mentoring**
  - ▶ Do you provide opportunities for faculty and staff to meet and support one another?

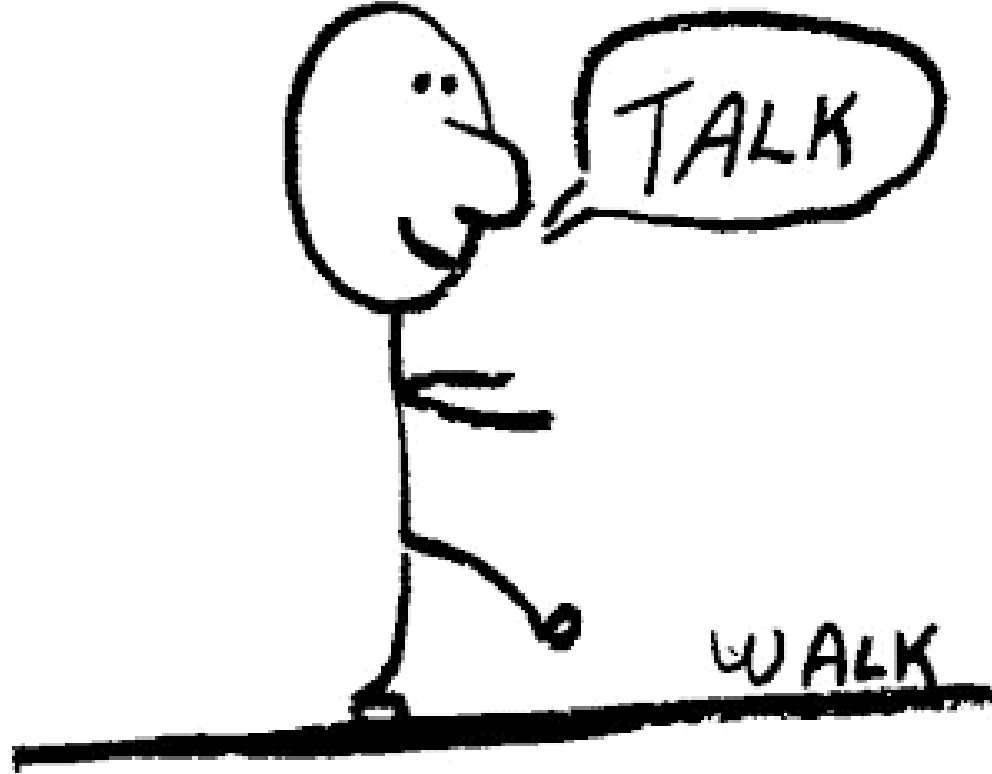
**The single most powerful indicator of resilience is connections and interpersonal support**



# What can you do?

- ▶ FIRST – Walk the talk!
- ▶ Examine your Culture
- ▶ Ensure all change initiatives have a solid resilience based strategy
- ▶ Invest in your leadership





# Develop a holistic change plan

- ▶ Consider engagement– how resilient is your workforce before initiating change?
- ▶ Examine the “P’s” of Transformative Resilience
  - ▶ Does the change initiative have a **Purpose**?
  - ▶ Are there intentional **Pause** breaks?
  - ▶ Are there workgroups set up to **Practice**?
  - ▶ Do you have change champions to remain **Positive** and optimistic?
  - ▶ Do you take a step back throughout the change process to review lessons learned and explore **Possibilities**?



# Invest in your leadership

- ▶ Leaders make or break the culture

## Ask Yourself:

- ▶ Does your college have opportunities for leaders to connect and collaborate?
- ▶ Do they have a mentor?
- ▶ Do they undergo intensive development to understand who they are and how to leverage their strengths?



# Resilient Leaders

- ▶ Engage in deliberate personal renewal *PAUSE*
- ▶ Align their work to their vision *PURPOSE*
- ▶ Create a positive working climate *POSITIVITY*
- ▶ Demonstrate optimism about the future *POSITIVITY*
- ▶ Build Strong Networks & Alliances *POSSIBILITIES*
- ▶ Open-minded and think laterally *POSSIBILTIEIS*



# Reflection

- ▶ At your table group discuss:
  - ▶ What should you start, stop, or continue to build a resilient culture in your college community?



“Resilience is not a trait. It is a capacity that involves behaviors, thoughts, and actions **that can be learned.**”

American Psychological Association, 2014





Questions?

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