





Key Elements of Organizational Resilience in Nonprofits: Principles and Practices

Presenter: Sandra J. Hill-Glover, Ed.D., MSW, CNM Senior Strategist September 20, 2023



Welcome & Introductions

Resilience in Nonprofits – An Exploratory Discussion

Key Elements of Organizational Resilience

The Paradox of Resilience

Four Pillars of Resilient Teams

Final Reflections





SESSION PRESENTER

Sandra J. Hill-Glover, Ed.D., MSW Senior Strategist *she/her/hers* Center for Nonprofit Management



Center for Nonprofit Management (CNM) Overview

 Nonprofit skill building through collaboration, education, training, and technical assistance.

Consultation expertise in solution-focused strategic planning and evaluation.

 Advocacy for the nonprofit sector through capacity-building expertise and strategic partnerships with governmental, philanthropic, and other stakeholders.



CNM drives change through our work with nonprofit

organizations and the foundations, public agencies,

and companies that support them.

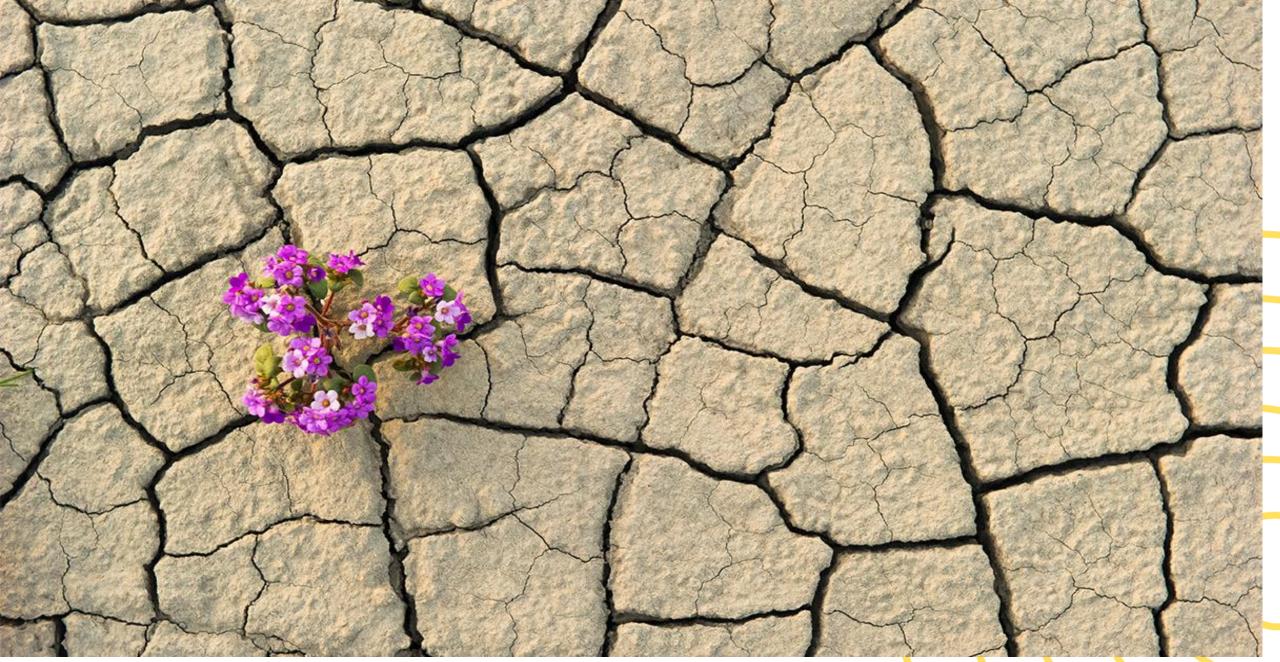


Resilience Exploration – Group Share

How do you define **RESILIENCE?**

What makes your Organization **RESILIENT?**







Organizational resilience refers to an organization's ability to withstand and adapt to disruptive events, such as economic downturns, natural disasters, technological advancements, or competitive pressures, while maintaining its core functions, integrity, and long-term viability.

What is Organizational Resilience - BCM Institute



Organizational Resilience: Key Elements for your consideration...

- Anticipate disruption.
- Assess organizational need and capacity.
- Care for the most precious resources.
- Embrace interdependence.
- TRUST

Building Organizational Resilience - Harvard Business Review Fostering Organizational Resilience - McKinsey



The Paradox of Resilience

I dream of never being called resilient again in my life. I'm exhausted by strength. I want support. I want softness. I want ease. I want to be amongst kin. Not patted on the back for how well I take a hit. Or for how many.



Four Pillars to Resilient Teams

- Awareness
- Autonomy
- Rejuvenation
- Community





FINAL REFLECTIONS

UPCOMING CNM TRAINING & EVENTS



October 19

Emerge as a renewed and strengthened leader with the tools and skills to kick off a season of wellness.



November 1 Explore the essential value of strategic planning.



November 8 How to effectively deliver your key messages.

Learn more and Register at cnmsocal.org/events







shillglover@cnmsocal.org



@cnmsocal



cnmsocal.org