

Four Building Blocks of a Resilient Business



Yes, 2020 was a year of extreme challenges. But, on the bright side, it taught business leaders a great deal about how resilient their teams were. Or weren't.

According to a recent article in the Harvard Business Review,¹ Apple CEO Tim Cook considered the resiliency of high-function teams as the key to his company's success in the midst of the pandemic.

"I think that instinct, that resilience, has been an essential part of how we have navigated this year," Cook said.

So, how do you foster resilience at your organization? Experts say you should focus on four key traits.



Candor

Resilience begins with honesty. Encourage teams to speak truth to you and to each other. Foster a work culture where opinions are welcome, and coworkers feel free to identify and honestly share opinions on the challenges you face. Build a sense that you're all in this together.

Resourcefulness

When groups of people face problems, they need to find creative answers. To build resilience, make sure your teams can readily move beyond predictable solutions to the challenges they face. Train and guide workers to rebound quickly from setbacks by working together to find ideas that work, regardless of the situation.

Empathy

Effective, resilient people genuinely care for one another. They're compassionate. And collaborative. By encouraging an atmosphere of mutual respect, you create teams that focus on group success rather than individual accomplishments. You get an organization of people who listen to each other—who are all in it together. And you can handle crises whenever they come.

¹ <https://hbr.org/2021/01/7-strategies-to-build-a-more-resilient-team>



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Humility

Resilient teams admit when they have problems, are honest about failures, and stay flexible when their solutions don't work. Humility enables coworkers to seek help from each other, particularly when problems seem intractable. It ensures no one hides when things get really tough. So, when you're trying to build a resilient operation, start by asking everyone to leave their egos at the door.

The experts at EG Workforce Solutions are ready to share more ideas, feedback, and support to help you build a resilient organization.

About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.



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