ORGANISATIONAL RESILIENCE

Across Government HR Forum: The Modernisation of HR: HR 2015

Keith Bartley

Chief Executive

Department for Education and Child Development

Government of South Australia

Department for Education and Child Development

Key points for today

- Leading through change
- Personal resilience
- Organisational resilience
- Leading through crisis

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Experiencing Change: The establishment of ECD

Experiencing Change: The known and unknown …

- Political change
- Financial constraints
- New remit
- New reform strategy
- New stakeholders/partners

Guess who …

- "It ought to be remembered that there is nothing more difficult to take in hand, more perilous to conduct, or more uncertain in its success, than to take the lead in the introduction of a new order of things.

Guess who …

- ….Because the innovator has for enemies all those who have done well under the old conditions, and lukewarm defenders in those who may do well under the new. This coolness arises partly from fear of the opponents, who have the laws on their side, and partly from the incredulity of men, who do not readily believe in new things until they have had a long experience of them."

The Prince by Nicolo Machiavelli

CHAPTER VI: Concerning New Principalities Which Are Acquired By One's Own Arms And Ability

Leading through change

- Communicate openly and generously

- Provide and ask for performance on our own feedback

- Make decisions that are informed and empower our staff to do the same and

- **Treat each other - and ourselves - with respect and civility when we are faced with the unknown.**

Resilience

Resilience is seeing the world for what it is.
Not what we fear or want it to be.

Organisational Resilience

General Teaching Council for England

- Organisational uncertainty
- Fiscal restraint
- Significant change and reform

What is organisational resilience?

Organisational resilience: success can be fragile

11 Drivers of Resilience

1. Clear roles and accountabilities

2. Effective and unified senior team

3. Simple, compelling and rigorous principles

4. Culture of productive dissent

5. Strong supervision and performance management

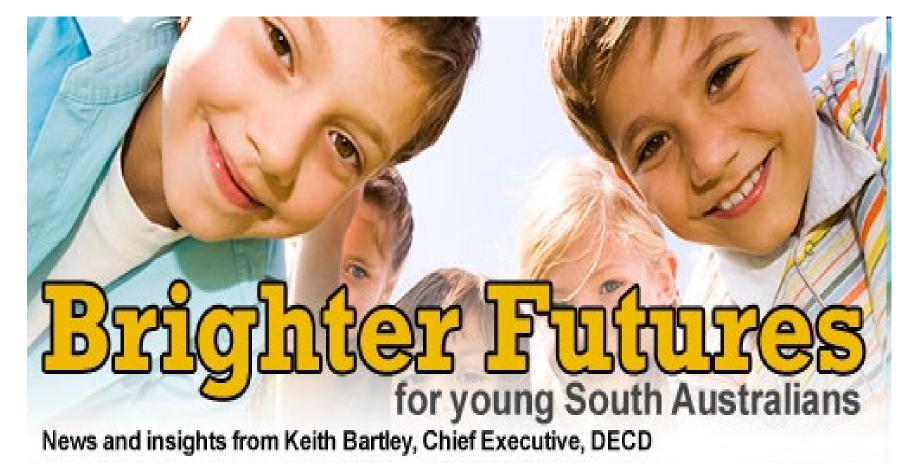6. Tangible measures of the real drivers of performance

11 Drivers of Resilience

7. Scanning of the environment and stakeholders

8. Risk management embedded in practice

9. Succession and workforce planning

10. Flexible working practices

11. Collaboration and communication

3 approaches to SA Strategic Priorities

- Innovation and Enterprise
- Respect and Responsibility
- Sustainability

How do these map against the 11 drivers of resilience?

Chief Executive's Blog:

http://decdchiefexecutive.blogspot.com/

Brighter Futures for young South Australians

News and insights from Keith Bartley, Chief Executive, DECD