



NORTHERN CARIBBEAN UNIVERSITY

A Seventh-day Adventist Institution

U B I S E M P E R D I S C I M U S

SeLD5202: RESILIENCE AND THE INSTITUTION

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ORGANIZATIONAL RESILIENCE AND SUSTAINABILITY

Resilient and sustainable institutions are those that can secure support and inputs to be able to perform efficiently and effectively while accomplishing the mission agreed to by its stakeholders.



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ELEMENTS OF ORGANIZATIONAL RESILIENCE AND SUSTAINABILITY





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ELEMENTS OF ORGANIZATIONAL RESILIENCE AND SUSTAINABILITY

PEOPLE

- Empowered individuals are the greatest assets in any organization.

INFRASTRUCTURE & ENVIRONMENT

- These are key facilitators of growth and development in any organization that is considered resilient and sustainable.



ELEMENTS OF ORGANIZATIONAL RESILIENCE AND SUSTAINABILITY

PROCESS

- Streamlining of our operations must be a priority: The processes involved in completing simple tasks must be simple, straight-forward, and practical.

CULTURE

- The culture of an organization can be its strengths, or can lead to its demise, thus the leaders must demonstrate the organizational culture they desire.



ELEMENTS OF ORGANIZATIONAL RESILIENCE AND SUSTAINABILITY

LEADERSHIP

- Adaptability and dogmatic attention to guiding principles are key to sustainability for the Seventh-day Adventist institutions.
- For this transition to be effected, the mindset of our leaders must also become adaptable.



DIFFERENTIATING LEADERSHIP ATTRIBUTES

MULTI-LEVEL SYSTEMS THINKING

- This is having an understanding of how each segment influences or impacts another within the whole structure.
- This require persons having detailed knowledge about all levels of the organization, being at the decision-making table.
- Leaders must sacrifice now, in order to ensure a brighter future for their organization.



DIFFERENTIATING LEADERSHIP ATTRIBUTES

STAKEHOLDER INFLUENCE

- Leaders of repute who have implemented a sustainability framework within their organizations do not seek to manage stakeholders, rather they actively include them in defining and carrying out decisions.
- Having a wide cross-section of individuals helps to craft a vision that is broad-based and secures greater participation from those constituencies that the stakeholders represent.



DIFFERENTIATING LEADERSHIP ATTRIBUTES

DISRUPTIVE INNOVATION

- Leaders must develop the courage required to challenge traditional approaches, minimize bureaucracy, and drive the disruptive innovation needed to effect change, resulting in efficiencies, and better service delivery.
- It is unwise to repeat the same actions using the same processes, while expecting different outcomes.



DIFFERENTIATING LEADERSHIP ATTRIBUTES

LONG-TERM ACTIVATION

- Leaders must set bold sustainability goals and provide focused attention until the goals are achieved
- Long-term activation requires the implementation of goals and objectives that are able to take institutions through economic downturns, pandemics, and other major catastrophes.



DIFFERENTIATING LEADERSHIP ATTRIBUTES

THE VALUE-ADDED EFFECT

- Leadership in our Adventist institutions must ensure that our plans for sustainability include the value-added component
- What values do we instil in our students?
- How much impact do we have on the lives of those to whom we offer our services?
- Do these persons know who we represent and the mission we seek to accomplish?



LONG-RANGE SURVIVAL PRINCIPLES

PROACTIVITY

- Most organizations have a reactive culture which reduces the level of productivity, and increases the stress level of the workforce
- To adjust, this requires a deliberate effort on the part of leaders to ensure that time is allocated out of each day for the planning and implementation of growth strategies that engender professional and organizational resilience and sustainability.



LONG-RANGE SURVIVAL PRINCIPLES

ASSESSMENT

- Leaders that are keen on the values to be derived from assessment, are often able to mitigate against crippling circumstances as they know the capabilities of their institutions – both human and other resources.
- They are able to pull on the skills set and expertise resident within and without their organizations to achieve the desired outcome.



LONG-RANGE SURVIVAL PRINCIPLES

OPPORTUNITIES

- Organizational opportunities refers to external factors that will create a competitive advantage
- Seventh-day Adventist institutions are part of the larger economic playing field on which institutions must operate, and compete successfully, in order to remain viable
- Consequently, we must assess our external environment for opportunities that will help us to move our mission forward.



LONG-RANGE SURVIVAL PRINCIPLES

PARTNERSHIP

- Most organizations do not possess all the knowledge, expertise, and other resources necessary to remain sustainable and resilient
- Seventh-day Adventist institutions must, therefore, learn to partner and create a web of services and resources for the advancement of our organizations
- It is incumbent on us, as leaders, to determine partnerships that can help us to rebuild and create a path for sustainability.



LONG-RANGE SURVIVAL PRINCIPLES

DIALOGUE WITH STAKEHOLDERS AND COMMUNITY LEADERS

- All the knowledge and expertise required to build a sustainable and resilient institution, is not resident in any single individual, hence, dialogue is critical
- Each stakeholder will fit a different piece of the puzzle – students, parents, suppliers, workers, alumni, boards, and communities are some key stakeholders that must be engaged in order to assess an institution's ability to be resilient and sustainable.



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LONG-RANGE SURVIVAL PRINCIPLES

COMPREHENSIVE MASTER PLAN

- No institution had in their five-year strategic plan, the debilitating impact caused by COVID19!
- Leaders who are sustainable thinkers, who understand the strengths and weaknesses of their organizations, are better able to adjust their plans to suit the new demands
- Thus, our master plan must be adaptable and crafted within the developmental scope of the society in which we operate.



CONCLUSION

- Sustainability and reliability are critical to the survival of all institutions, and as Seventh-day Adventists, we too, must develop the competencies necessary, and adjust our mindset to create the future of our institutions by making the needed changes now
- We have the ultimate advantage – God is on our side. Let us not be daunted by the challenges that loom over us and the seemingly giant obstacles to progress, but, as did those recorded in the ‘Hall of Faith,’ move forward with faith, knowing that ‘He who had begun a good work in ‘us’ will carry it on to completion’ (Philippians 1:6).



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Q&A



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Thank
you!!