

Why Is Resiliency Important?

In 1984 CCL conducted a study on the “key events” that contributed to leaders’ development. Twenty percent of respondents said they learned significant lessons from hardships, such as a job loss, career setbacks, mistakes and failures, or personal trauma. The research was repeated in the late 1990s. At that time 34 percent of respondents cited hardships as key learning experiences. That 14 percent increase reflects an increasing complexity and turbulence – and it underscores the importance of developing resiliency.

Resiliency is important because change is so pervasive. Think for a moment about the kinds of changes today’s organization typically encounters and how they might affect your leadership skills, your managerial performance, even your career. Organizations can change mission, strategy, or global focus. Outside and inside business environments, as well as markets, can shift.

How does a manager flourish, even survive, in a current of constant and complex change? By building skills in resiliency, by broadening perspectives and competencies so that organizational, personal, and career changes can be absorbed and contribute to your leadership development.