

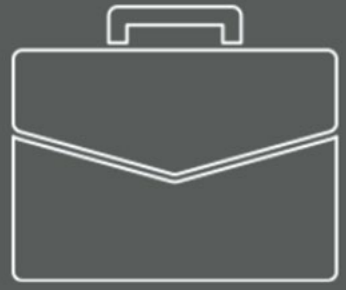
Navigating the Future Landscape of Business: Organizational & Individual Adaptability

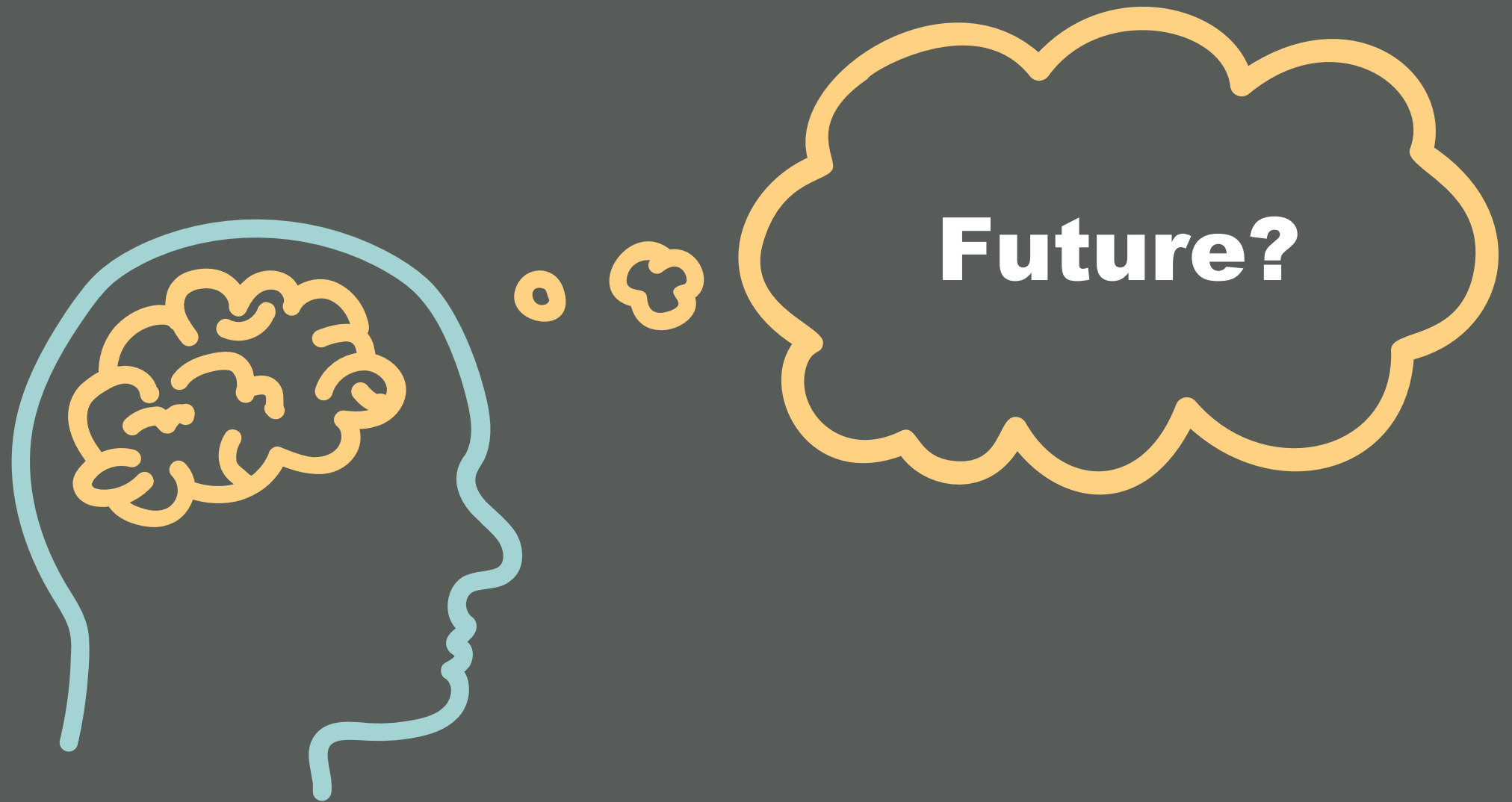
Facilitated by
Dr. Melissa Furman, MS, DBA






About Me





A hand holding a smartphone near a payment terminal. The background is a blurred interior of a vehicle or a public space.

“Change is the law of life. And those who look only to the past or present are certain to miss the future.”

- John F. Kennedy



Work

**Thinking about
the future**

Thinking about the **future**



Work



Workforce

Thinking about the **future**



Work



Workforce

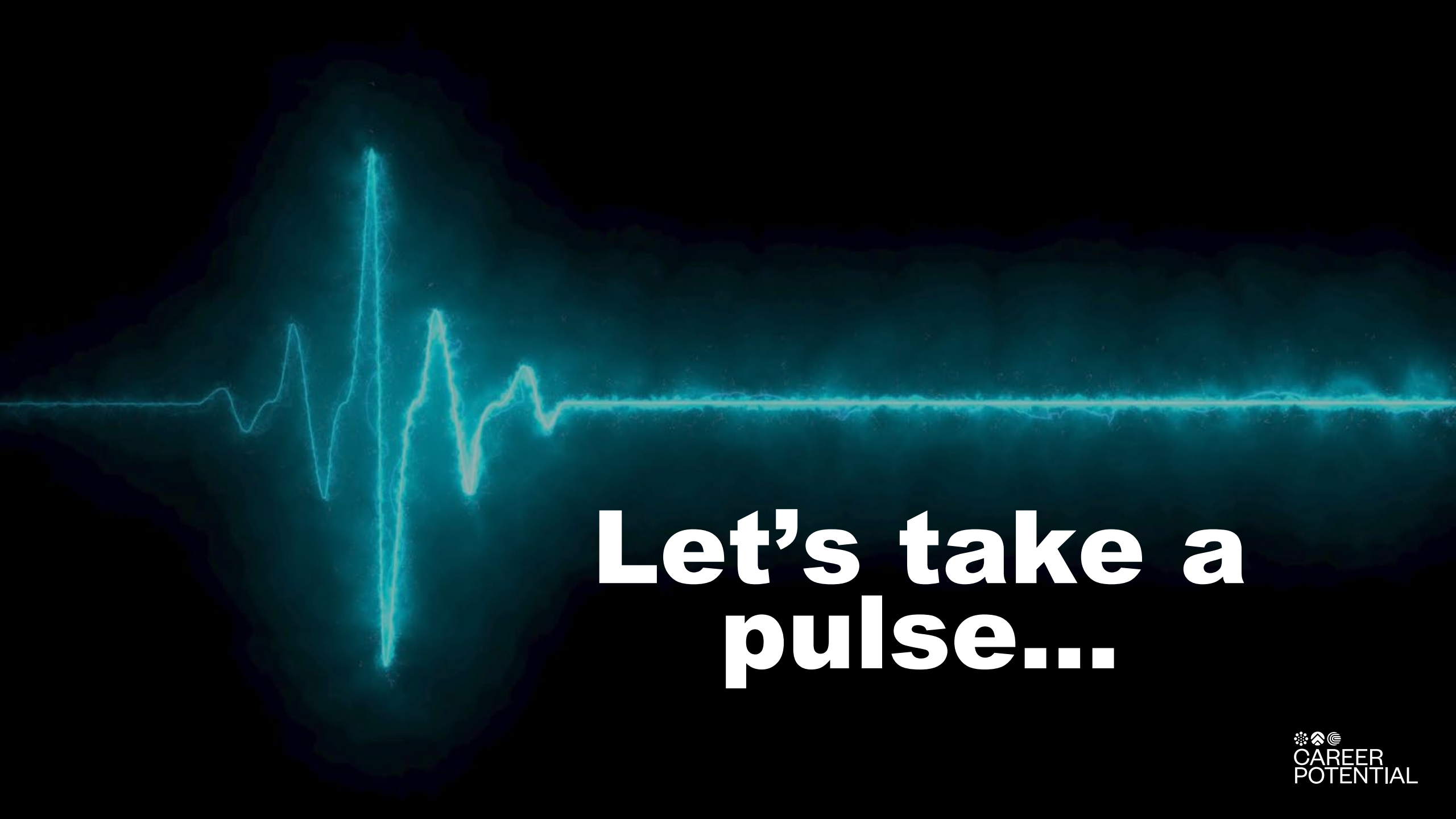


Workplace



Let's talk about **YOU** (as a leader)
& **YOUR ORGANIZATION**...in the future.





**Let's take a
pulse...**













Tweaking an old system based on old rules
uniformity
bureaucracy,
and control
will no longer
be effective.







Are you
relevant?

**Are your systems,
protocols, and
infrastructures
built upon old rules?**

**Younger
generations
want to
know
“Why?”**



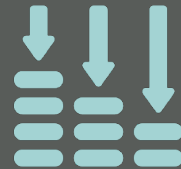
Leaders must build their organizations around five principles



Connection



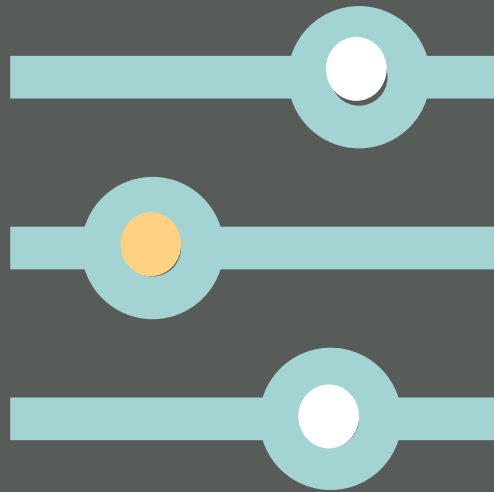
Automation



Lower Transaction Costs



Demographic Shifts



Adaptability

Adaptability

**Ability to
adapt to new
conditions**



**Individual &
Organizational**

Individual Adaptability



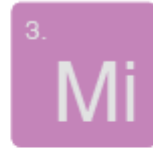
Grit

Grit is the ability to 'stay the course', to follow through when approaching important goals.



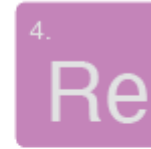
Mental Flexibility

The ability to accept, appreciate, and embrace competing demands or problems.



Mindset

The general outlook that change and adaptation will result in positive outcomes rather than negative ones.



Resilience

The capacity to recover quickly from difficulties & set-backs, or, in other words, the ability to 'bounce back'.



Unlearn

The skill to unlearn and intentionally 'let go of' previous knowledge. To reassess based on new and old data.

Mindset

**Ability to have a
positive outlook
about change**



Individual Adaptability Self-Assessment

In a challenging situation,
I try to focus on the positives
rather than the negatives.

Yes or No



Grit

**Ability to
stay the course
despite challenges
and setback**

Individual Adaptability Self-Assessment

When faced with a challenge, I quickly begin thinking about ways to overcome the challenge.

Yes or No

Resiliency

**Capacity to recover
quickly from
difficulties
and setbacks**



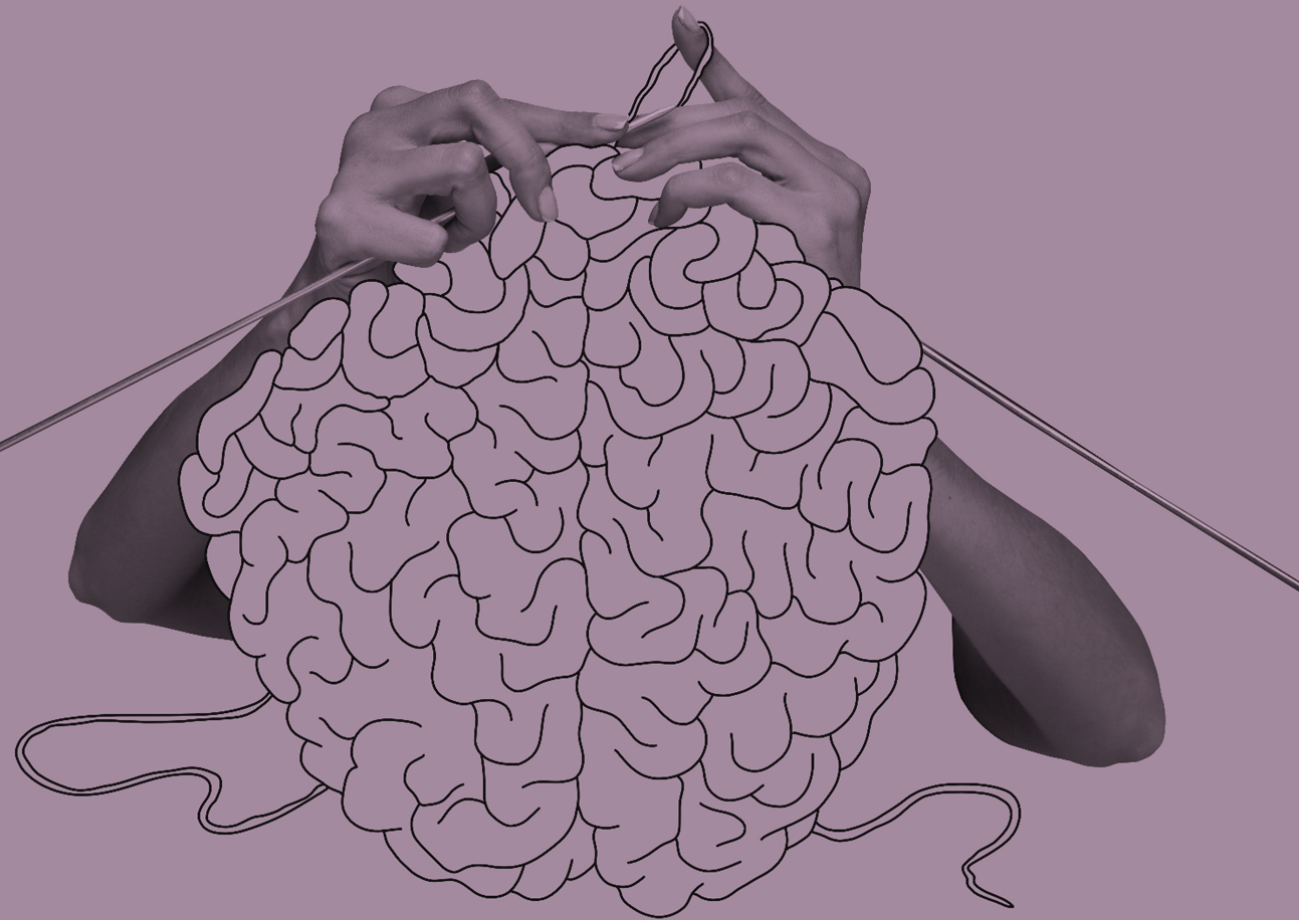
Individual Adaptability Self-Assessment

When one attempt fails,
I learn from it and change
my approach next time.

Yes or No

Mental Flexibility

Ability to accept, appreciate, and embrace new ideas.



Individual Adaptability Self-Assessment

I can tolerate ambiguity
and uncertainty.

Yes or No

A hand is shown in the foreground, palm up, reaching towards the right. In the background, a sunset or sunrise is visible through a window, with a cityscape blurred in the distance. Several paper airplanes are flying in the sky, some appearing to be in motion. The overall mood is contemplative and hopeful.

Unlearn

Ability to “unlearn” and intentionally “let go” of previous knowledge.

Individual Adaptability Self-Assessment

Using tried and tested methods is more likely to succeed than to seek out multiple alternative ones.

Yes or No

Organizational Adaptability

11.

Cos

**Company
Support**

The general perception employees have around the extent to which their organization values their contributions and cares about their wellbeing.

12.

Eh

**Emotional
Health**

The degree in which individuals are thriving at work, by experiencing positive moments while limiting the negative ones.

13.

Tes

**Team
Support**

The extent to which employees feel they can share knowledge, are supported through challenges, and feel they can openly discuss their opinion.

14.

We

**Work
Environment**

Does your organization facilitate and encourage self disruption, rapid experimentation, and regular adaptation, or does it hamper them?

15.

Ws

**Work
Stress**

The sense of general overwork and overwhelm within your organization.



Organizational/ Company Support

Organization values
employee contributions
and cares about
employee well-being

Organizational Adaptability Self-Assessment

When employees are experiencing hardship, the organization is willing to help.

Yes or No



Emotional Health

Degree in which employees are thriving at work—experiencing more positive moments than negative moments.

Organizational Adaptability Self-Assessment

Accomplishments are often celebrated and acknowledged within the organization.

Yes or No

Team Support

Employees feel like they can (1) share knowledge, (2) openly discuss opinions and (3) feel supported through challenges.



Organizational Adaptability Self-Assessment

Members within the team feel comfortable sharing problems, concerns, and tough issues.

Yes or No

Work Environment

Organization facilitates, encourages, and supports disruption and adaptation.



Organizational Adaptability Self-Assessment

Employees feel safe to
take risks or challenge
the status quo.

Yes or No

Work Stress

Level of stress
associated with work



Organizational Adaptability Self-Assessment

Employees feel the work they are expected to do is overwhelming.

Yes or No



**Where
do we go
from here?**

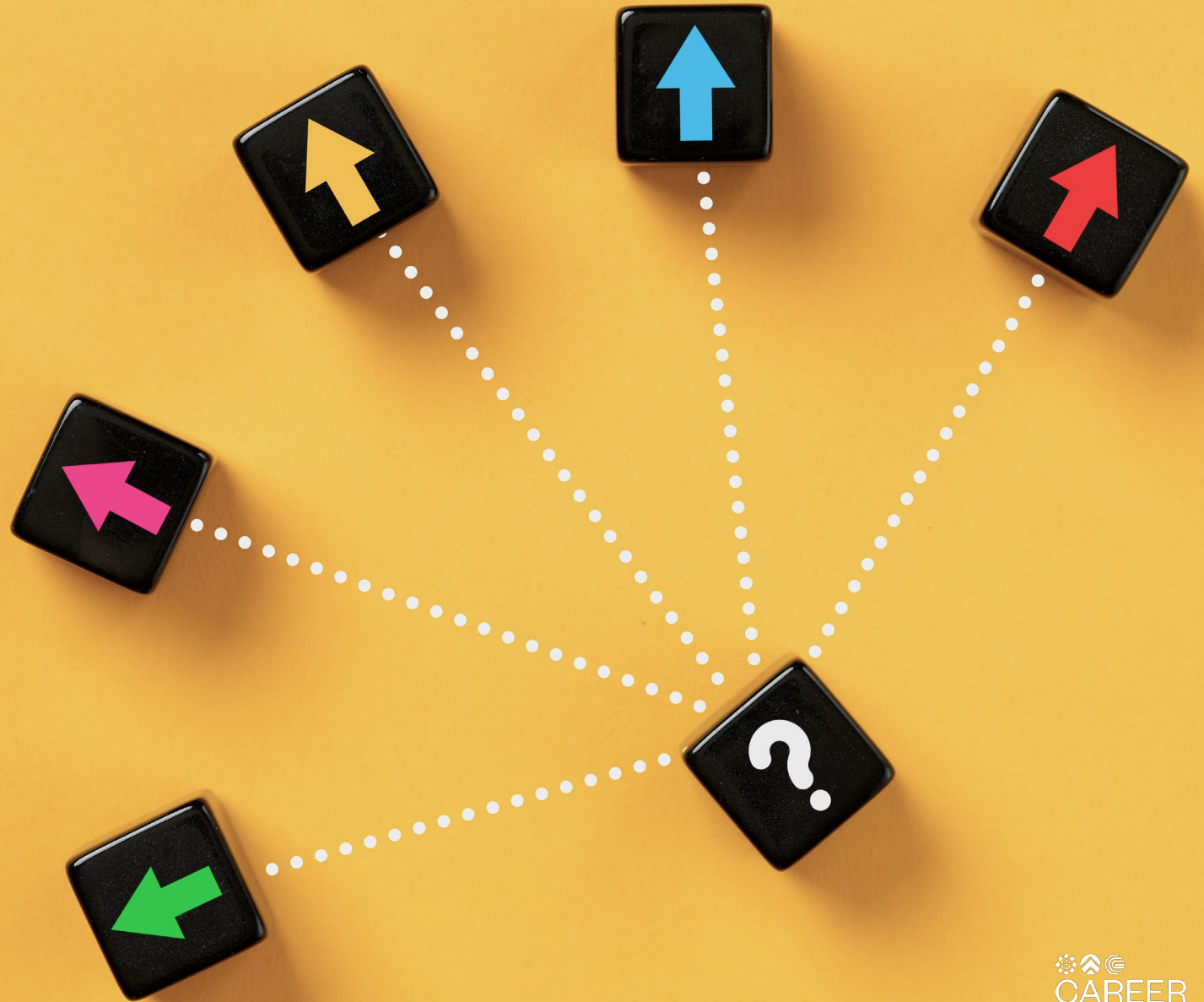
Assess.





**Identify
deficiencies.**

Create a plan.





Execute plan.



Assess.

**“Adaptability is
the simple secret
to survival.”**

- Jessica Hagedorn





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