Checklist to Manage a Culture of Resilience: The "4 I's"

I. **Identify Best Practices** to build resiliency at individual & systemic levels
   - ✓ Implement Daily "Employee Huddles" & "Leader Stakeholder Huddles" to address Virtual/Work Strategies.
   - ✓ Learn to "*String together accountability Sprints driven by strategic goals to Run the Marathon*" as the work is re-conceptualized by the Team.
   - ✓ Address and align the Stages of Grief and Stages of Team Development as employee purpose and organizational purpose are re-conceptualized in Team Huddles and Retreats.
   - ✓ Address and assure that a culture and code of Psychological Safety, the absence of interpersonal fear, will be created and monitored to assure employee commitment.

II. **Inoculate the Culture** from stress and trauma by *proactively* re-imagining the work of the organization in the context of old and new cultural shifts. Re-imagine the "Old Work Culture" through Pandemic Work Quality Action Teams (QAT's).
   - ✓ Re-Cast Purpose, Mission, Vision, Values, Team Brand & Strategy to emerge from under the Pandemic.
   - ✓ Re-cast and innovate Work From Home Technologies.

III. **Instill a Shared Vocabulary** and skills for resiliency into every aspect of the life of the organization:
   - ✓ Create and adopt a Pandemic Vocabulary & Language that addresses a strategy for the *"Pandemic Marathon with Sprints to ensure Resilience."*
   - ✓ Create a record of new skills adopted to re-conceptualize the work virtually and inside the organization.

IV. **Improve the Health** of the entire organization by promoting restoration, health and growth:
   - ✓ Establish **"Pandemic Health Check-Ups"** and align them to Specific KPI's that track the Re-Imagination of the Work of the Organization.
   - ✓ Create a record of new skills adopted to re-conceptualize the work virtually and inside the organization.

V. **Explore Cultural Domains** in Team Meetings.
   - ✓ Set up a Team based process that addresses the overall positive and negative aspects of both Organizational and Specific Team Cultural Domains to include the following domains:
     - • Identify Cultural Values and Routines that personalize and civilize the world of work (e.g., time to chat, friendly competitions, pictures, and humor) by using Team meetings to explore the relevant domains to culture.
     - • Identify Traditions.
     - • Identify Reward & Recognition processes.
     - • Identify Team Rules of engagement and disengagement.
     - • Identify Mythologies in the culture.

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