

EM Online: Australian Government Organisational Resilience website

www.organisationalresilience.gov.au

Organisational resilience is critical for business to be able to respond to short-term shocks such as natural disasters or significant changes in market dynamics, and to take advantage of long-term trends and challenges.

In particular, organisational resilience helps critical infrastructure organisations better manage unforeseen or unexpected risk and threats to the continuity of essential services.

The Australian Government Organisational Resilience website is an important source of information for Australian businesses and individuals. It also features the Organisational Resilience HealthCheck – a free tool to help respondents identify their organisation’s resilience potential.

Whatever position you hold in your organisation, the HealthCheck can assist you and your team develop a shared understanding of your organisation’s progress towards resilience and identify possible treatment actions.

For more information, visit www.organisationalresilience.gov.au



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Indicator	Low resilience Indicator	ANSWER				High resilience Indicator	Your score	Possible max score	
		Low	2	3	High				
Leadership and culture attribute									
<i>Strong leadership to provide good management and decision making during times of challenge and adversity, as well as continuous evaluation of strategies and work programs against organisational goals.</i>									
1.1 Leadership	L1	Leaders display behaviours fearful of adversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Leaders display decisive leadership, innovation and seek opportunity, including in times of adversity	0	28
	L2	Leaders do not 'walk the talk' nor demonstrate behaviours aligned with the organisation's values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Leaders 'walk the talk' and demonstrate behaviours aligned to the values of the organisation		
	L3	Leaders are reactive and act under duress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Leaders are balanced and strategically focussed to ensure the organisation is acting with control and foresight		
	L4	Leaders are compliance driven, process focused	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Leaders are outcome driven / results focused		
	L5	Leaders are oblivious to the needs of people working below them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Leaders care for the wellbeing of their people and their ability to thrive in times of adversity		
	L6	Leaders are afraid or unwilling to make decisions without permission from senior management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Leaders are empowered to make decisions and are supported in doing so by senior management		
	L7	Lack of visible executive and management buy-in to the need for resilience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Highly visible executive/senior management resilience champions and leader advocacy of the resilience agenda		

The HealthCheck tool helps users rate their organisation according to a set of low and high level descriptors for 13 resilience indicators. These indicators are grouped under three overarching resilience attributes that build business-as-usual effectiveness as well as robust and agile response and recovery capability.