

# POSITIVE ORGANIZATIONS AND HOW TO OVER COME THE ADVERSITY BEING RESILIENT

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## **INTRODUCTION**

There are several problems when it comes to leaders when talking about resilience. Firstly, leaders lack the capacity to keep and maintain the balance between thoughts and actions and consequently there is not enough cohesion within the decisions and actions taken by the leader. These issues impede organizations to operate with resilience. Therefore, it is important to acknowledge and understand several critical skills to improve resilience in organizations. If a company, together with its leaders and employees, does not find balance between these critical skills there is a big probability that the organization will not be able to overcome adversity positively.

## **AIM:**

To assess whether helping stakeholders in an organization to develop their emotional, physical, social and spiritual skills can improve resilience in organizations.

## **MATERIALS AND METHODS:**

To investigate further this matter, secondary and primary research has been used. For the secondary, articles, statistics and theories have been obtained from other article authors. For instance, "The 7 Factors of Resilience" (Reivich & Shatte, 2002) and "The Wellbeing Lab Workplace Survey" (McQuaid – The Change Lab 2020). Moreover, the primary research has been obtained from my personal experience in the companies I have been managing or advising along the last 25 years.

## **CONCLUSIONS:**

Resilience is teachable and trained in the workplace and can improve our well-being and success. The improve of our employees of that performance should bring us in a more resilient and successful organizations.

## **RESULTS:**

After deep analysis and comparison from both primary and secondary research there have been major skills and key factors that have been identified to improve organization resilience. These include mental, emotional, physical and spiritual and social skills. These have been demonstrated to be critical factors that if achieved accordingly can improve an organization's resilience. The balance between all of these will successfully bring a company to success.

**KEYWORDS:** Resilience Well-being Success

## **BIOGRAPHY:**

Mavens is the company in which Jose-Pedro Martinez throws himself into, having worked more than twenty years as Managing Director and Chief Executive Officer as well as other executive international positions in important industrial corporations. In his different job positions he stood up in three aspects: his capacity to identify targets and generate accurate strategies to achieve them; his facility to discover improvement patterns and turning them into standardized processes; and his excellent Team Building. After his management experience, he decided to make a career transition working to support organizations from an external position. He wants to transform his professional background into a knowledge of value for other organizations and people. In 2015 he set up Mavens to help companies manage their change processes. In 2018 Jose-Pedro Martinez has given a new mark by incorporating to his executive experience the studies of Positive Psychology applied to organizations and to people. Certified in Positive Psychology by The Flourishing Centre NY and University of Pennsylvania, Resilience Trainer B3 by The Flourishing Centre NY. Postgraduate in Business Administration University of Minnesota and IESE Business School Barcelona Bachelor in Business Administration- Universidad de Valencia (Spain) Master in Finance I.e. Business School-Madrid.

