
POSITIVE ORGANIZATIONS CONSORTIUM SPRING 2021 VIRTUAL MEMBER FORUM

THEME: Rising Together with Resilience

History tells us that when we encounter challenging times, it is the movement of people rising together that transform such moments into a meaningful, growing experience. At this forum, we will learn from some of the founders of Positive Organizational Scholarship and an expert in the resilience field about people's capacity to effectively navigate challenges and develop skills to turn those experiences into opportunities for positive change as individuals, teams and organizations.

DATES/TIMES: Wednesday-Thursday, April 14-15, 2021, 1:30 p.m. – 5:00 p.m. ET on both days

Zoom link for this event will be shared with member participants in the registration confirmation.

DAY 1: Wednesday, April 14, 2021

1:30 – 2:00 p.m. ET **Welcome Activity**

2:00 – 3:15 p.m. ET **CPO Founders' Panel: Promoting Transformational Growth through Positive Organizational Scholarship Lens**

Panelists: Kim Cameron, Jane Dutton, and Robert E. Quinn (Michigan Ross)
Moderator: Ashlyee Freeman (Emory University)

When experiencing adversities, people and organizations who focus on opportunities for improvement and social excellence engage in transformational learning that shifts their mindset and broadens their capacity to lead change. In a world where people feel stretched, how could applying a Positive Organizational Scholarship lens heal, restore, and amplify our human connections and potential to be our best selves? In this panel, we will learn key insights to this question from the co-founders' of the Center for Positive Organizations.

3:15 – 3:30 p.m. ET **BREAK**

3:30 – 4:00 p.m. ET **Conversation and Q&A with CPO Founders**

4:00 – 5:00 p.m. ET **Day 1 Member Discussion**

In this session, participants will connect with fellow Consortium members in small and large group discussions to learn approaches and organizational strategies that support people's resilience at work.

DAY 2: Thursday, April 15, 2021

1:30 – 2:00 p.m. ET **Welcome Activity**

2:00 – 3:30 p.m. ET **Interactive Workshop: Building Resilience at Work**
Presenter: Brianna Caza (University of North Carolina at Greensboro)

Workers today face an overabundance of stressors on a daily basis at work. Further still, in the era of the COVID-19 pandemic, many find their daily work lives and perhaps even their broader careers punctuated by unexpected disruptive events. These things can take a toll. Yet, it is not the existence of these chronic and acute stressors that determine workers' well-being. Instead, it is their reactions to such events that matters. Decades of research on resilience suggests that while some individuals stall and potentially perish, others demonstrate growth and learning in the face of adversity. Because the pace, complexity, and intensity of the contemporary workplace is a mainstay, it has become critical that workers learn to cultivate resilience in ways that will enable themselves and their organizations to effectively navigate challenges. Resilience is not a fixed trait, but instead something that is generated through psychological, social, and behavioral practices. This session will draw on decades of psychological and organizational research to:

- Explain the variant ways individuals perceive, experience and react to daily setbacks and acute adversities in the workplace including interpersonal conflict, organizational injustices, career setbacks, and work crises, highlighting resilience at work as one positive, adaptable response trajectory.
- Highlight important, buildable resources that foster adaptive responses to these challenges
- Identify ways you can promote resilience in yourself and others when facing work-related setbacks.

3:30 – 3:45 p.m. ET **BREAK**

3:45 – 5:00 p.m. ET **Day 2 Member Discussion**
In this session, participants will connect with fellow Consortium members in small and large group discussions to explore best practices that help people relate across different experiences and incorporate people's insights into changes in teams and organizations.