

Development of a Framework for Teaching Resilience at the Individual and Organizational Level to Business Students

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Abstract

Managing environments that are exposed to fast pace changes has become a challenge and a requirement to sustain business health, making organizational resilience an increasingly important characteristic for corporations. At the same time, personal resilience and adaptability became important abilities demanded for the market today. The objective of this study is to develop a framework based on literature to bring personal development classes to the curriculum while keeping a strong connection with the business scenario. The topic of resilience was chosen due to high demand from the market, as well as the variety of personal attributes involved which opens the opportunity to develop a strong skills set. The program allows the students to learn soft skills and at the same time apply them to business practices. This is an exploratory study to identify initial perceptions, difficulties, and the level of absorption of the content and receptivity by the students. The proposed course has a structure containing a set of concepts, mindsets and techniques divided in 4 modules: Clarity, Energy Management, Problem Solving and Connection. Overall, the course was well accepted and embraced by the students. The results indicated a self-perception of increased resilience among the participants, together with a good receptivity for personal development topics in the curriculum.

Keywords: resilience, personal development, business education, soft skills.