

Impact of Organizational Culture and Strategic Leadership on Organizational Resilience

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Abstract : Organizational culture, strategic leadership and organizational resilience have gained significant attention in recent years. This study aims to examine the relationship between these factors and their combined influence on an organization's ability to adapt and thrive in the face of challenges and disruptions. A mixed-methods approach, combining quantitative survey data and qualitative interviews with leaders and employees from cohort organizations within the industry. The quantitative phase involves measuring organizational culture, strategic leadership behaviours, and organizational resilience using standardized scales. This study highlighted the significance of organizational culture and strategic leadership in building and sustaining organizational resilience. Preliminary findings suggest a strong positive relationship between a resilient organizational culture and strategic leadership practices. Secondly, Organizations can enhance their capacity to respond to disruptions, exploit opportunities, and achieve long-term success in a rapidly changing business environment. Furthermore, the qualitative analysis reveals several key themes that elucidate the link between organizational culture, strategic leadership, and resilience. This study contributes to the growing body of knowledge on organizational resilience and strategic leadership, providing insights and practical implications for leaders and practitioners seeking to strengthen their organizations' resilience capabilities. Further research is needed to explore the specific mechanisms and contextual factors that influence the relationship between these variables in different organizational contexts and industries.

Keywords : organizational culture, strategic leadership, organizational resilience, leadership

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