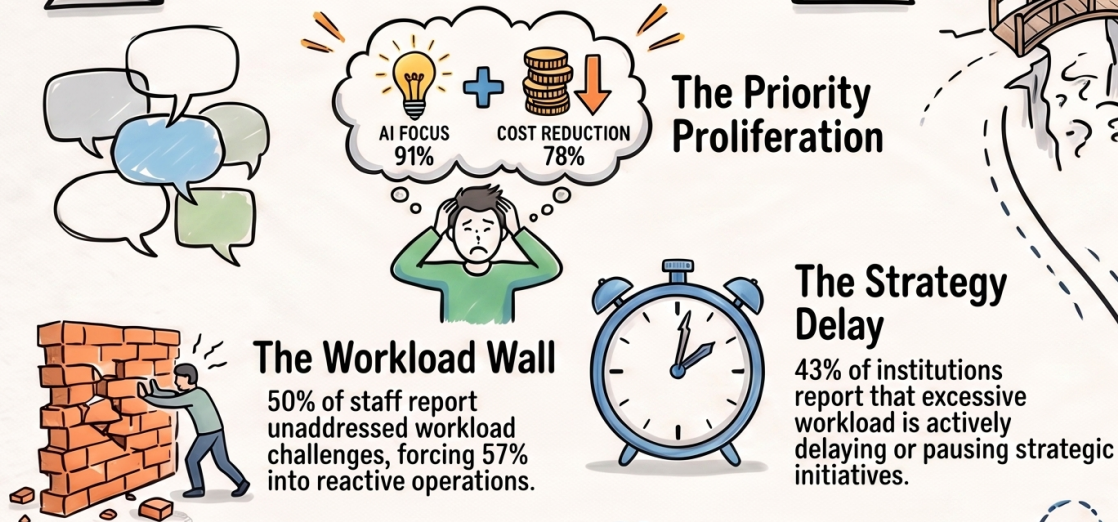


Navigating Perpetual Transition: Building Resilience in Higher Education

Addressing the “Strategic Capacity Paradox” and evidence-based frameworks for organizational resilience.

THE STRATEGIC CAPACITY PARADOX



TOP INSTITUTIONAL ADAPTATIONS (How teams ‘absorb’ change)

Adaptation	% Respondents
 Adopting new technologies/tools	69%
 Assuming new responsibilities	62%
 Reorganizing or shifting roles	54%

FRAMEWORKS FOR RESILIENCE



Protect Strategic Capacity

Treat team bandwidth as a finite resource through formal workload governance and project auditing.



Build “Human-Centered” Meta-Competencies

Invest in adaptability, communication, and collaboration—skills that emerging technologies cannot replicate.



Anchor Strategy in Mission

Student success is the #1 driver of staff confidence (49%) in institutional direction.

