

## **Resilient Leadership Cultivation**

**04<sup>th</sup> of September 2024, 14.30 – 17.00 (UTC+2)**

### **Executive Summary**

Amid today's turbulent and challenging environment, marked by ongoing adversity and conflict, the necessity for personal resilience and resilient leadership – both in civil society and NATO operations – has become more crucial than ever. The increasingly high-pressure global landscape, characterized by shifting alliances, cyber warfare, complex humanitarian crises and much more underscores the need for leaders who can navigate uncertainty with cognitive flexibility. Against this backdrop, the seminar on resilient leadership cultivation was timely and essential, focusing on how individual resilience contributes to broader societal and alliance resilience.

The two expert speakers explored the intersection of state-led and grassroots approaches to resilience, emphasizing the role of civil society in fostering societal resilience, particularly in conflict scenarios such as Ukraine and Russia. A key focus was placed on resilient leadership, with discussions underscoring the importance of emotional intelligence, emotional regulation and strategic decision-making in high-pressure environments. An important contribution was the introduction of the S.P.A.C.E. framework, which outlines five practical steps to cultivate resilience in high-stress situations. One essential takeaway was that character often outweighs strategy when facing adversity, echoing General Norman Schwarzkopf's words: "Leadership is a potent combination of strategy and character. But if you must be without one, be without the strategy."

The seminar concluded with a lively and engaging discussion, where participants shared their thoughts and challenges in implementing resilience-building strategies in their own leadership roles, reinforcing the relevance and practicality of the session's insights.