

Small and Medium Enterprises (SME) Sub-project: Measuring Economic Trends and Benefits of CSG Development on Local Businesses

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Scope

Identify what factors enable Small and Medium Sized Enterprises (SMEs) to maintain sustainable business success under challenging conditions. We call this **organisational resilience**.

Approach

Survey SMEs about their performance over the recent CSG investment cycle and relate this to various aspects of organisational resilience.

What is resilience?

One definition of resilience is “the maintenance of positive adjustment under challenging conditions such that the organization emerges from those conditions strengthened and more resourceful” (Vogus & Sutcliffe, 2007: 3418).

The current literature on resilience is focused on how firms cope with natural disasters, but we advocate for a much broader resilience perspective that applies to disruptions to business environments more generally.

A working model of resilience

One of the core elements of resilience is adaptive capacity, which we define as: *The ability to absorb shocks and disruptions by reacting quickly in order to maintain sufficient operational levels and relative market standing*

