

ABSTRACT

RESILIENCE AND COMMITMENT TO CHANGE:

A CASE STUDY OF A NONPROFIT ORGANIZATION

by

Guy D. Langvardt

In this time of dramatic change, one thing has become clear. The world is becoming more turbulent at a faster pace than organizations are becoming resilient enough to handle that change. This study examined the relationship of resilience and commitment to change during a time of organizational transformation. This research is a case study analysis of a nonprofit faith-based organization in a large West coast city in transition. The study used the AQ Profile® to assess participants' resilience, and the Commitment to Change Survey to determine potential correlation. The study confirmed the significance of the relationship that exists between resilience and commitment to change during organizational transformation. Individuals with higher levels of resilience were more committed to change during organizational transformation.