We begin to recognize the combined effects of exposure to child-
hood trauma and stress. The impact of these experiences can be profound, leading to lifelong effects on health and well-being. Children who experience trauma are more likely to develop physical and mental health issues, including anxiety, depression, and substance abuse. They may also have difficulty forming healthy relationships and may struggle with social skills and self-regulation. The effects of trauma can be compounded by a lack of support and resources, leading to a cycle of disadvantage that can persist into adulthood.

In this chapter, we will explore the concept of building resilient organizations and the role they play in creating environments that support the well-being of children and families. We will discuss the importance of creating safe, supportive, and responsive environments that promote healing and growth. We will also examine the role of leadership and policy in creating conditions that support resilience.

The Santernano Model of Building Resilient Organizations

Introduction

Background

In the 1980s, we began working within a general hospital-based mental health setting. It was then that we first encountered the effects of trauma and stress on patients and their families. We began to see patterns emerge, with children and families who had experienced trauma showing signs of distress and difficulty in their daily lives.

We realized that we needed to develop new approaches to care that were responsive to the unique needs of these children and families. We began to explore the role of trauma-informed care and the importance of creating environments that supported healing and growth.

The Santernano Model

In 1999, the Santernano model was developed by Dr. Sandra L. Bloom. The model is based on the idea that organizations can play a crucial role in supporting the well-being of children and families. The model emphasizes the importance of creating environments that are safe, supportive, and responsive to the needs of children and families.

The model includes several key components:

1. Leadership and Policy: Leaders must take responsibility for creating a culture that supports healing and growth. Policies and procedures must be developed to ensure that all staff are trained in trauma-informed care.

2. Staff and Team Training: Staff must be trained in trauma-informed care and be equipped with the skills needed to support children and families.

3. Environment: The physical environment must be designed to support healing and growth. This includes creating spaces that are safe, calming, and supportive.

4. Community and Partnerships: Partnerships with other organizations and communities are essential to support healing and growth.

The Santernano model has been used in a variety of settings, including hospitals, schools, and community organizations. It has been shown to be effective in supporting the well-being of children and families.

Building Resilient Workers

In order to create a resilient organization, it is essential to support the well-being of staff. Staff who are resilient are more likely to provide high-quality care and to support the well-being of children and families.

The Santernano model emphasizes the importance of supporting the well-being of staff. This includes providing training in trauma-informed care, creating a supportive work environment, and providing opportunities for staff to grow and develop.

Conclusion

The Santernano model provides a framework for creating resilient organizations that support the well-being of children and families. By focusing on leadership, training, environment, and partnerships, organizations can create environments that support healing and growth. By supporting the well-being of staff, organizations can create environments that are responsive to the needs of children and families.

For more information on the Santernano model, please consult the original research papers and books on the topic.
Building resilient workers and organizations

Similarly, our experience of the last decade has demonstrated to us that, over the course of two decades, we know that handling it is possible. Because of our experience working with thousands of very impacted individuals, our experience of the last decade has demonstrated to us that, over the course of two decades, we know that handling it is possible.

Parallel Processes of Recovery

Parallel processes of recovery are often obscured by the dynamics of the larger system. This can lead to a failure to recognize the full extent of the problems that individuals face. The parallel processes of recovery are often obscured by the dynamics of the larger system. This can lead to a failure to recognize the full extent of the problems that individuals face.

Systems under siege

The picture that emerges from these complex interactions becomes clearer when we consider the parallel processes of recovery. The picture that emerges from these complex interactions becomes clearer when we consider the parallel processes of recovery.

Parallel Processes

We begin with identifying those complex interactions as parallel processes. We begin with identifying those complex interactions as parallel processes. They interact and operate in ways that are often invisible and hard to manage. They interact and operate in ways that are often invisible and hard to manage.
Trauma-Informed and Attachment-Based

The process of creating sanctuary begins with giving voice to the people who have worked in the kitchen. Trauma-Informed education and training begin with the kitchen, where the efforts to protect the child will be determined. The information will be gathered at the point of the incident. The response phase is after the intervention. If the intervention is effective, the child can return to the classroom and the process will continue. If the intervention is effective, the child can return to the classroom and the process will continue.

Living Organizations

Living organizations are dynamic systems that change in multiple and diverse ways. Changes in the organization occur because people choose to change. Where there is an organization, that choice is made in multiple and diverse ways. Systems theory is used to help with the change that occurs. The change is viewed as a process of evolution, not as a fixed entity. The organization evolves over time, and that process is influenced by the people who are involved. The process of change is not linear, but rather a complex web of interactions that are constantly shifting.
In order to understand the potential impact of trauma and adversity.

Injury instead of illness

Organizations and whole cultures

Injury instead of illness

Injury instead of illness

Conscious and unconscious

Conscious and unconscious

Injury instead of illness

Injury instead of illness

Injury instead of illness

Injury instead of illness

Injury instead of illness

Injury instead of illness
These are too large to be shown on an individual position. We have to recover. To tackle the stress so that we can be effective in helping our clients.

How do we engage workers in cultures that nurture the impact of organizational change?

- Focus on emotional intelligence and mindfulness.
- Encourage open communication and feedback.
- Provide training and development opportunities.
- Foster a positive work environment.

The synergy model is needed for transformational change. Building resilient workers and organizations.

Workplace bullying.

Theoretical cultures.

Creating and sustaining non-bullying.
The Sanctuary Model: an operating system

The counteractive power of the creative

"To heal is to choose to put aside one’s capacity for suffering and to instead choose to be present.

Building resilient workers & organizations 211

200 Workplace Bulletin
The Santa Fe Initiative (SFI) is a community-based program that seeks to empower and engage the community in creating positive change through the development of more effective systems and processes. The SFI's focus is on fostering a sense of community and social cohesion, and in doing so, it aims to reduce crime, improve public safety, and promote overall well-being. The program is structured around several core principles, including: building strong community ties, creating safe and vibrant public spaces, and promoting economic development.

The SFI approach involves working with local residents, businesses, and organizations to identify issues and develop strategies for addressing them. This involves a collaborative process that encourages open communication, mutual respect, and shared decision-making. By building strong relationships and engaging in meaningful dialogue, the SFI hopes to create a more cohesive and resilient community that is better equipped to face challenges and seize opportunities.

In summary, the SFI is a comprehensive initiative that seeks to transform communities into more vibrant, safe, and equitable places to live and work. By focusing on building strong community ties and creating a supportive environment, the SFI aims to create lasting change and improve the quality of life for all residents.