



# Foreword

**E**lle Allison-Napolitano knows a great deal about resilience. This is a great book because she goes deeply and comprehensively into the conceptual basis of the concept, and equally and deeply into the practical actions that will be required.

Resilience is one of the prime qualities that leaders and, in fact, all of us will need under the ambiguous and tumultuous conditions we endure these days. But thanks to Allison-Napolitano, we don't have to *endure* anything because she supplies the resources of resilience that are eminently practical and uplifting.

She provides a philosophy for how to bounce back as we bounce forward. The model is simple and powerful. It is framed by renewal, resonance, and relationships. It has six strategic domains: Stay Calm, Carry On, Accept the New Reality, Want Something More, Instigate Adaptive Action, and Reflect & Celebrate. We are also treated to a daunting listing of potential adversities facing educational leaders with such categories as systemwide seismic trauma, organizational leadership gauntlets, personal and interpersonal leadership challenges, the daily churn of leadership work, and shattering personal and professional events.

In addition to clear portrayals of real-life issues, and vivid examples of situations and responses, *Bounce Forward* contains tools—easy-to-use inventories to size up our own realities. These simple but powerful tools contain just 10 items each, but they make you think, and give perspectives and ideas with respect to how to deal with each problem area. In filling out a given inventory, I found myself immediately thinking of actual events and occasions that I personally experienced. I was already having new perspectives about these situations and insights into how I could relate and react to them differently, not to mention the additional insights provided by the author herself. There are diagnostic tools on the Resilience Inventory, the Relationship Inventory, the Resonance Inventory, and the Renewal Inventory.

Allison-Napolitano then takes us into each of the strategic areas: Staying Calm, Carry On, and so on—in each case providing examples and ideas of

what the domain means and feels like, and how to deal with it. Once we have a thorough understanding of the territory and ourselves therein we move to action such as a great chapter, “Organizational Resilience Risks and Opportunities,” in which we consider not just how to be more resilient individually but also *organizationally*. Individuals who are leaders in schools or districts will be interested in the Resilience Risk Rubric and the “How Vulnerable Is Your Organization?” rubric.

There is not much publicly known work available on the concept of resilience, yet it is the most commonly needed response in our lives. By definition, more and more of our experiences are nonlinear and punctuated with unpredictable events. The author does not have abstract “turn the other cheek” advice. She wants us to be as tough as the circumstances require. In the final analysis we need to be softer on ourselves as we are harder on dealing with problems. *Bounce Forward* is a wonderful book that is as realistic as it is inspiring. Read it and it will take you deeper into your life—past, present, and future. It will bring you tears, but ultimately it will put a fresh bounce in your step.

—*Michael Fullan*