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Sommario/riassunto	It may be human nature to resist change-particularly when it's delivered as a hardship, disappointment, or rejection. But by developing resiliency managers can not only survive change, but also learn, grow, and thrive in it. In fact, for leaders, developing resiliency is critical. Resiliency helps managers deal with the pressures and uncertainties of being in charge in organizations today. This guidebook defines resiliency, explains why it's important, and describes how you can develop your own store of resiliency. It focuses on nine developmental components that, taken together, create a sens