Experiencing Sport for Development Nonprofits’ Decision-Making for Organizational Resilience amid the COVID-19 Pandemic

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Method. This is a study in progress. Participants are being recruited from SFD organizations that operate in a U.S. Midwestern large city. Data are being collected via phone/zoom interviews. A semi-structured interview guide, based upon the literature on organizational decision-making (Beroggi et al., 2009; Steiss, 2003) and the organizational resilience framework (Brunet al., 2003), is being used to interview 15-20 SFD organizations’ executive directors. A priori, thematic coding (Miles et al., 2014), combined with open coding (Corbin & Strauss, 2008), is being used to code all interview data. To ensure trustworthiness, membership checks and regular debriefing are being utilized (Creswell, 2012).

Preliminary Findings and Discussion. Preliminary findings suggest that SFD organizations have faced internal and external challenges related to human resource management, program delivery, partnerships, and funding opportunities, and engaged in various types of decisions-making to build the four dimensions of organizational resilience to address those challenges and sustain their operations. Specifically, operational decision-making is related more to building redundancy and rapidity for daily club functioning, while strategic decision-making is associated more with establishing robustness and resourcefulness, which guides directions for relationship management and resource acquisitions. This study can advance an understanding of organizational resilience by elucidating ways to build and sustain it in the SFD context. Also, it can guide SFD practitioners in overcoming challenges that emerge during the current pandemic and future crises.