

A Paradigm Shift in Organizational Resilience through Cybernetic Frameworks: A Critical Re-Evaluation of Systemic Adaptability

Ashley Harris

PhD

Massachusetts Institute of Technology

77 Massachusetts Avenue, Cambridge, MA 02139, USA

Amelia Adams

Associate Professor

University of Oxford

Wellington Square, Oxford OX1 2JD, United Kingdom

Taylor Jackson

Professor

The University of Sydney

Camperdown NSW 2006, Australia

Abstract. This study explores the intricacies of organizational resilience through the lens of cybernetic frameworks, addressing contemporary challenges in management science. Employing a mixed-methods approach, we analyze the interplay between systemic adaptability and environmental perturbations. Our findings highlight the necessity for a redefined resilience framework that incorporates dynamic feedback mechanisms. This paper contributes to the growing body of knowledge by offering insights into enhancing strategic resilience methodologies, catering to the evolving demands of modern enterprises.

Keywords: Organizational Resilience, Cybernetic Frameworks, Systemic Adaptability, Adaptive Systems, Strategic Resilience, Dynamic Feedback Mechanisms, Environmental Perturbations, Management Science

Introduction

In an era characterized by rapid technological advancements and volatile market dynamics, the need for organizational resilience has never been more pressing. The traditional paradigms of resilience are increasingly inadequate to address the multifaceted challenges faced by organizations today. With the advent of complex network interactions and global interdependencies, there exists a critical need to re-evaluate existing concepts of resilience within a cybernetic framework. Cybernetics, the study of systems, control, and communication in animals and machines, offers a novel perspective through which organizations can be viewed as adaptive systems capable of responding dynamically to environmental changes. The global landscape of 2024-2026 demands organizations to be not only resilient but also anticipatory, capable of foreseeing and adapting to unforeseeable

disruptions. This paper delineates the existing literature on organizational resilience, critiques current models, and proposes a novel framework grounded in cybernetic principles. We utilize a mixed-methods approach, combining quantitative data with qualitative insights, to assess the efficacy of systemic adaptability in contemporary business environments. Our analysis focuses on the integration of feedback loops, regulatory mechanisms, and adaptive strategies that redefine organizational resilience. The structure of this paper is as follows: firstly, we provide a comprehensive review of the current literature on organizational resilience and cybernetics. Secondly, we present our methodological approach and data collection processes. Thirdly, we analyze our findings and discuss the implications of adopting a cybernetic view of organizational adaptability. Finally, we conclude with recommendations for future research and practical applications for management practitioners.

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References

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