

Developing a Diagnostic Tool for Assessing the Climate Resilience of Greek SMEs

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ABSTRACT

This study presents the development of a diagnostic tool designed to assess, quantify, and monitor the resilience of Greek Small and Medium-sized Enterprises (SMEs) to climate change. Following a deductive methodological approach informed by literature and SME practitioner insights, a five-dimensional framework with twenty measurement indicators was developed. The process followed a systematic three-step design ensuring theoretical soundness and practical applicability. First, an initial pool of indicators was generated for each dimension, emphasizing observable business behaviors and measurable outcomes. Second, indicators were adapted to the SME context, considering resource constraints and operational feasibility. Third, a *threat-agnostic framework* was established, enhancing the tool's flexibility across various disruption types. Exploratory interviews with SME owners and stakeholders enriched the methodology and highlighted key managerial adaptation challenges. The resulting tool offers a comprehensive and actionable assessment of organizational resilience, supporting managerial decision-making and policy formulation for SME sustainability and competitiveness. The creation of this diagnostic tool advances theoretical and practical knowledge on the topic.

Keywords: SME resilience; Resilience diagnostic tool development; Green transition; Climate Change Adaptation; Organizational Sustainability