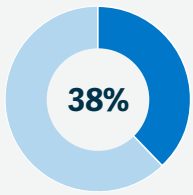


8 ways HR leaders can build agility and enable business resilience

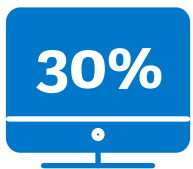
Business resilience starts with your people – and yet just 29% of HR leaders told us before the pandemic that they were organised for agility and adaptability. Here are the 8 ways HR and People leaders can lead agility and create resilience from within.



1 Empower employees by putting them first

Just 38% of HR and People leaders we polled before the pandemic said they've developed enhanced experiences for their workforce – their most valuable asset.

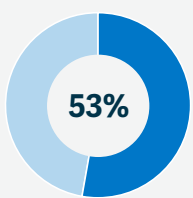
Great employee experiences don't just mean a happier workforce, but also an engaged, productive and effective workforce as a result – vital for business resilience.



2 Put data at the heart of decision making

Without data to inform decision-making, HR leaders and businesses are flying blind. Actionable insights give organisations the data they need to make better decisions with agility.

However, just 30% of HR and People leaders have a single source of truth for their people data today.



3 Define a clear HR remit to deliver on expectations

Worryingly, 53% of HR leaders told us they're delaying change as they have other competing priorities.

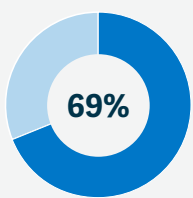
You can only deliver success and become truly agile if your HR team is fully aligned to the whole business and if leaders in other areas fully understand your remit and objectives.



4 Align business objectives and communicate outcomes

Understanding the direction and core objectives of your business enables you to contextualise HR's impact in helping to achieve these goals.

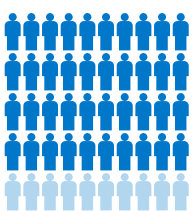
However, less than half (47%) of HR leaders are confident making the case for change in their organisation.



5 Regularly review processes and systems

69% of HR leaders admitted their team is focused solely on processes.

Making the time to review and challenge your current ways of operating can help you streamline admin and uncover where you can take more transformational steps towards agile ways of working.



6 Create a culture of flexible working

It's been proven that remote and flexible working increases productivity by giving people greater autonomy over the hours they work.

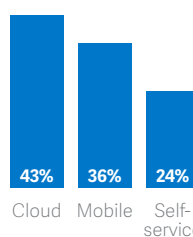
In the US, 80% of workers say they would turn down a job that didn't offer flexible working.



7 Inspire employees through inclusivity

Great organisations inspire their people to be who they really are, not just who they think their bosses want to see.

Empowering your people to bring their true selves to work has business and pure morale benefits: diverse teams outperform less diverse competitors by 35%.



8 Tap into technology

HR and People leaders are saying their top priorities today are adopting cloud (43%), mobile (36%) and self-service (24%).

In a changing world of work, cloud-based HR tech such as this means more agile and flexible ways of working – ultimately improving business resilience.

Get your 8-step guide

To understand more about our 8 ways that HR leaders can build business resilience, download the eBook [Business resilience and agility: how HR leaders can empower change](#) and continue your journey to agility.

Sources:
Sage Report "The Changing Face of HR" 2020
LeapPulse Survey 2020
McKinsey Report 2020