

8 ways HR leaders can build agility and enable business resilience

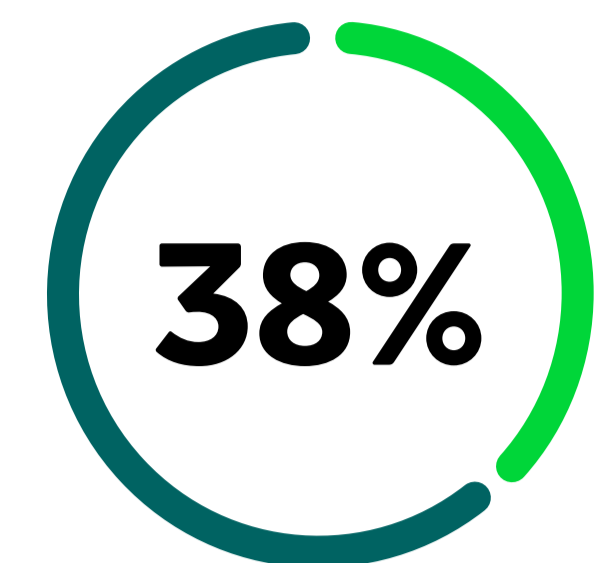
Business resilience starts with your people – and yet just **29% of HR Leaders** told us before the pandemic that they were organised for agility and adaptability. Here are the 8 ways HR and People leaders can lead agility and create resilience from within.



Empower employees by putting them first

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.

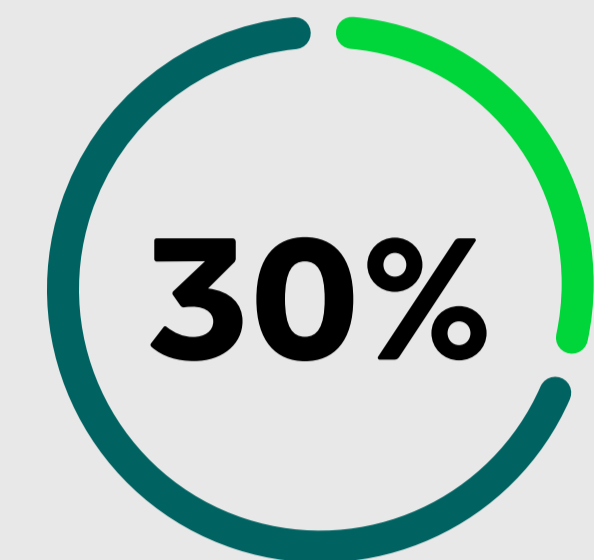
Just **38%** of HR and People leaders we polled before the pandemic said they've developed enhanced experiences for their workforce – their most valuable asset.



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.

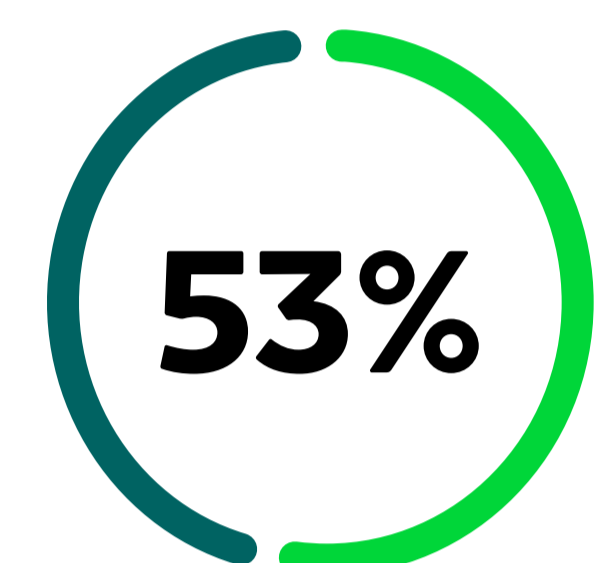
However, just **30%** of HR and People leaders have a single source of truth for their people data today.



Define a clear HR remit to deliver on expectations

Make life easier with employee self-service portals. Easily issue company updates and surveys.

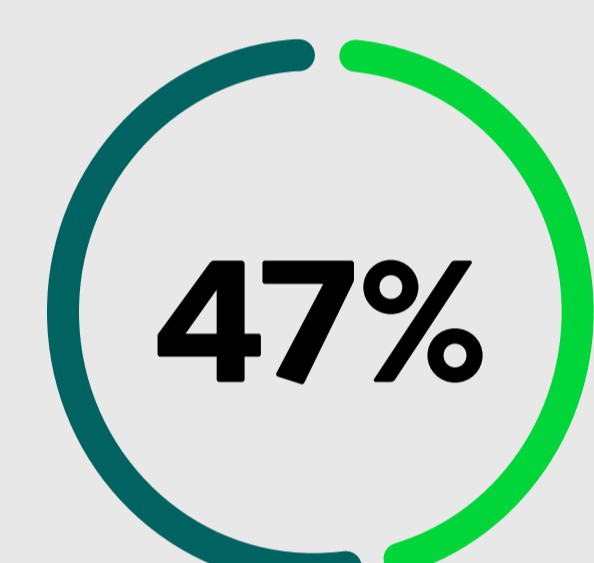
Worryingly, **53%** of HR leaders told us they're delaying change as they have other competing priorities.



Align business objectives and communicate outcomes

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

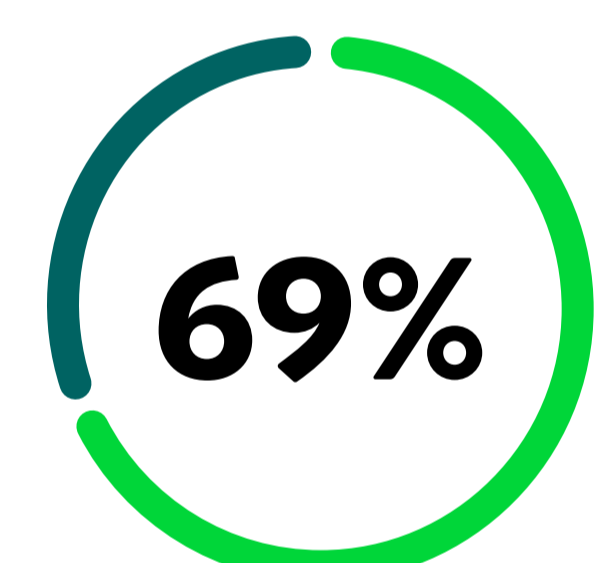
However, less than half (**47%**) of HR leaders are confident making the case for change in their organisation.



Regularly review processes and systems

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.

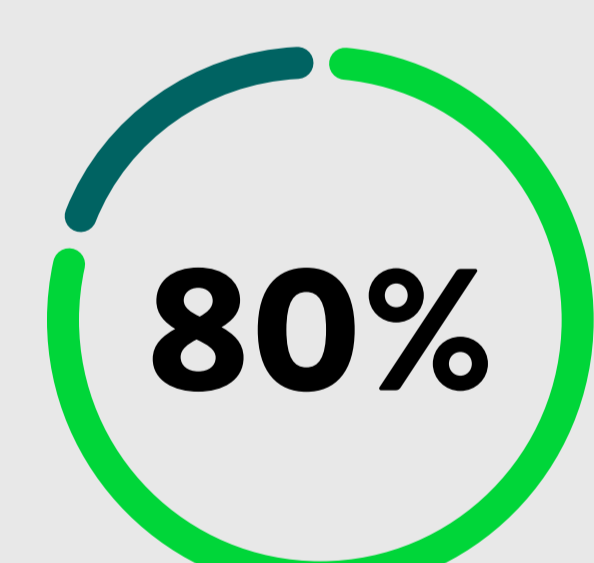
69% of HR leaders admitted their team is focused solely on processes.



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.

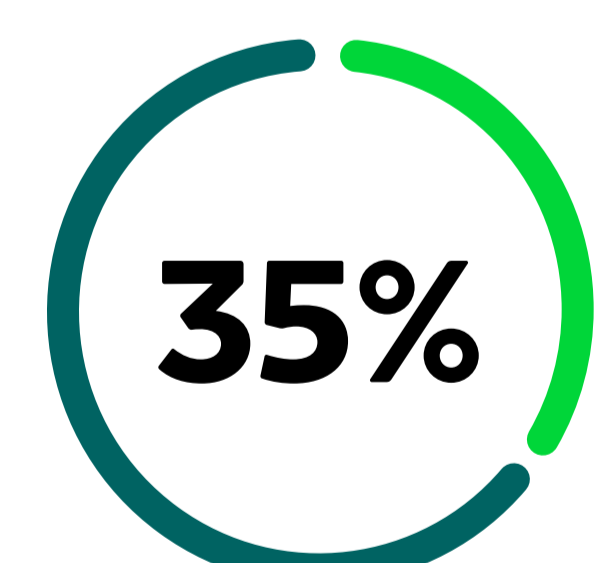
In the US, **80%** of workers say they would turn down a job that didn't offer flexible working.



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.

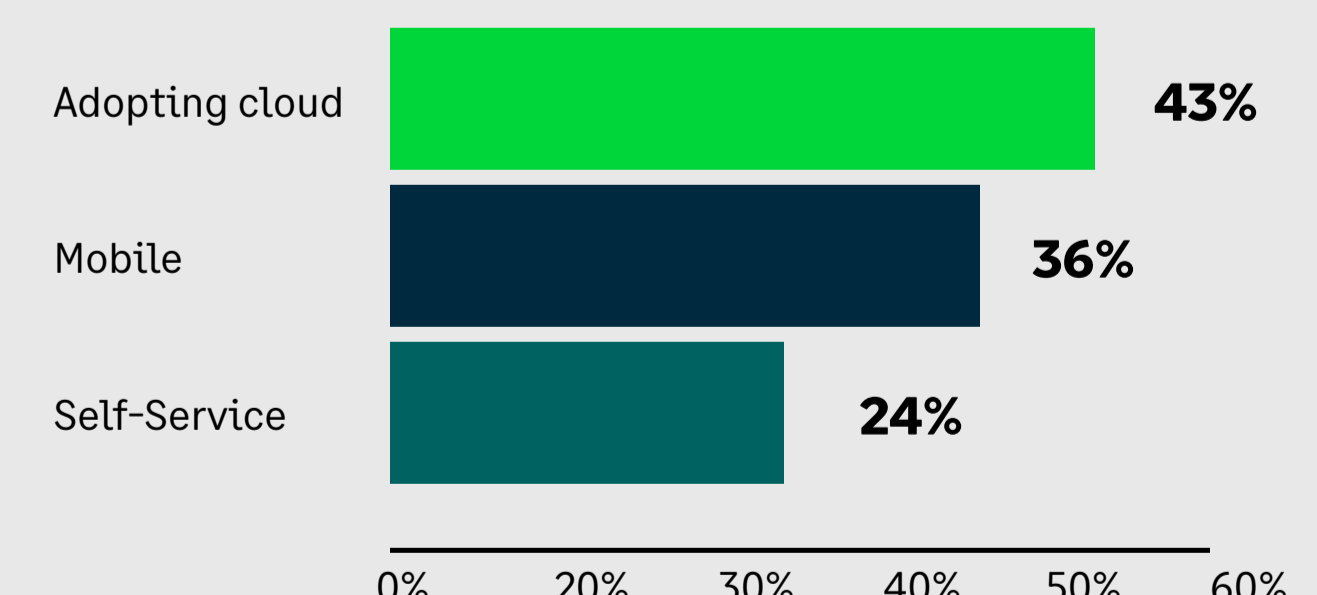
Empowering your people to bring their true selves to work has business and pure morale benefits: diverse teams outperform less diverse competitors by **35%**.



Tap into technology

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.

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



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.

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