

TOP 10 RESILIENCE TIPS FOR HR & PEOPLE LEADERS

1

Give managers simple tools, not more pressure

Managers are the pressure absorbers of the organisation. Equip them with clear check-in frameworks, prioritisation tools and conversation guides so they can support teams confidently rather than firefight alone.

2

Reset priorities regularly to prevent overload

Workload is a root cause issue, not a wellbeing one. Help teams pause, review, and reset expectations. And make stopping work as acceptable as starting it.

3

Define the behaviours that create psychological safety

Teams thrive when it's safe to speak up early. Normalise talking about challenges, treat psychological safety as a performance enabler, and make trust building behaviours explicit.

4

Create consistent connection in hybrid teams

Connection doesn't happen by accident. Use simple rituals such as weekly check-ins, shared huddles or cross functional projects. Set clear expectations for hybrid working so people know what "good" looks like.

5

Build wellbeing into everyday routines

Move beyond programmes. Embed micro recoveries, realistic boundaries and sustainable habits into how work gets done.

6

Use culture as a protective factor

Culture either absorbs pressure or amplifies it. Reinforce behaviours that create clarity, consistency and openness — and challenge those that reward heroic overwork.

7

Role model healthy boundaries from the top

Leaders set the tone. Agree visible behaviours that protect wellbeing — such as email boundaries — and ensure managers feel supported, not stretched.

8

Strengthen onboarding and belonging in hybrid environments

Hybrid working risks eroding belonging. Review onboarding, ensure access to learning by osmosis moments, and create structured opportunities for face to face connection.

9

Spot early signs of strain and act quickly

Resilience isn't about endurance — it's about early intervention. Train managers to recognise when someone isn't coping, check in genuinely (not accepting "I'm fine") and signpost support.

10

Listen to your people — and act on what you hear

Feedback is a resilience engine. Create safe channels for honest input, check how managers themselves are coping, and close the loop by acting visibly on what you learn.

These tips were shaped by the HR Directors and People Leaders who joined our HR Forum at Ditchley Park in June 2026. If you'd like help putting any of them into practice, we'd love to talk.