

Breaking Free from HR Stagnation

Practical Steps for Engaging Employees and Influencing Leadership

HR teams are grappling with change fatigue, maintaining trust, and balancing inclusion and innovation. If you're feeling stuck, there are things you can do to begin breaking free from this sense of stagnation.



3 ways to foster open communication

1. **Acknowledge issues openly**—When you name what's happening, everyone can admit feeling “frozen” without judgment. This creates space to move forward.
2. **Conduct a pulse check**—A short, anonymous survey or informal check-ins will tell you how employees feel. Use it to guide where to begin and gauge how people might respond.
3. **Identify a low-risk, high-impact action**—Choose one manageable but meaningful idea to test.

It's not just what we do, it's how we show up to do it that makes the difference.



Small, practical steps with big impact

What might work in your organization?

- **Host a State of the Workplace session.** Let employees hear from leadership and ask questions. Even when answers aren't final, transparency builds trust.
- **Revisit internal communications.** Shifting your tone or messaging to convey greater empathy can signal support.
- **Implement flexible work policies.** Offering choices in how, when, or where to work shows respect, which can boost morale.
- **Celebrate progress.** Highlight what's working, no matter how small. Positivity is contagious.



How to evolve mindsets and leadership styles

A rigid mindset keeps an organization stuck, while leaders who model vulnerability and invite collaboration build resilient, agile cultures. In essence, it's not just what we do, it's how we show up to do it that makes the difference.

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Strategies for activating leadership

Juggling competing priorities can immobilize even the strongest leaders. Here's how you can help everyone move forward with confidence.

- **Frame the risk of inaction.** Executives respond to clear risks. Present the consequences of inaction, such as talent loss or reputational damage, based on survey, reporting, and exit interview data.
- **Share insights thoughtfully.** Leaders may not have time to keep up with every issue. Curate news and research to help them understand what's most important.
- **Lay out actions and their value.** Offer practical solutions with their potential business impact. Whether it's a way to communicate about a sensitive topic or a proposal for listening sessions, speak to the effect you aim to achieve.
- **Test small changes.** If leadership is hesitant, trial a low-risk initiative such as a pulse survey. Use this to build trust and guide future efforts.
- **Leverage external advisors.** Bring in a facilitator. A fresh, neutral voice can open the door to productive discussions.

We understand the weight of these challenges. Look to us for tailored solutions to help you navigate this complex landscape with confidence.



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