

# Using the HR Runway to Prepare for An Economic Dip

**The HR Runway is a tool we developed that is helping organisations transition through times of uncertainty.**

It is the steps an organisation can go through to weather any downturn or change that requires a quick pivot. Not every organisation needs to consider being on the runway. Your bottom line may not warrant it. But if your organisation faces a rise in workforce costs relative to revenue, it's time to start thinking about your runway.

We created the HR Runway for two simple reasons: firstly, we care about people. And secondly, we care about your business.

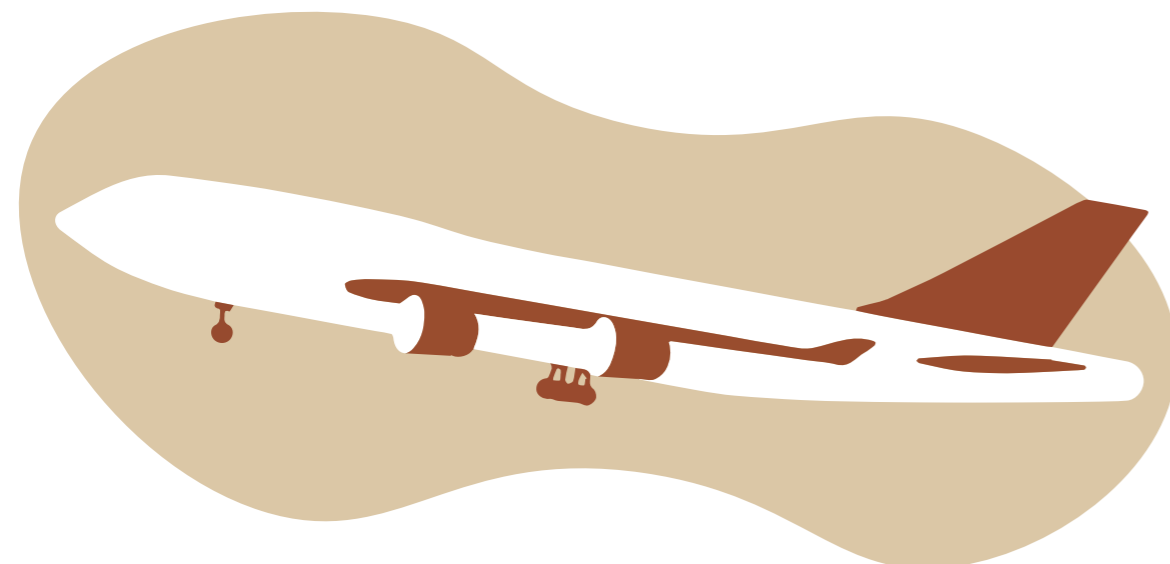
The HR Runway is a process that centres employee well-being and ensures organisations are ready to 'take off' when the economy bounces back.

The organisations that jump to layoffs will face enormous expenses in hiring, retraining and rebuilding the knowledge and culture lost. The HR Runway is a people-first pragmatic analogy considering all available options before layoffs. It puts people first.

**Our purpose is 'people for better' after all.**

## How to use the HR Runway?

There are ten runway steps. The order of the steps is considered and measured (but can be swapped around to suit your business). Step 1 is the first lever an HR practitioner can pull. When we need to tighten further, we move to step 2, then step 3 and so on. These steps prepare an organisation for change, minimise the negative impacts on an organisation's people, and position the organisation well to 'take off' again once the market improves.



## More detail on the HR Runway

Please **read our blog** for more detail on each runway step.

We hope you avoid the runway, but we're here to support you with your people plan if you find yourself on it. PeopleEX has helped numerous clients navigate change through this HR Runway approach. If you're facing a period of uncertainty and considering some options that will undoubtedly impact your people, please contact us at [www.peopleex.co](http://www.peopleex.co) or [kiaora@peopleex.co](mailto:kiaora@peopleex.co). Our goal is to help you emerge from the downturn with a stronger, more unified team.