

KEY TAKEAWAYS - CHRO BREAKFAST 30TH SEPT 25

Redefining Wellbeing for HR - Tools for Resilience

CHROs face relentless pressure to deliver strategic impact while managing their own wellbeing. Constant organisational change, dispersed teams, executive expectations, and the emotional weight of leadership create stress, fatigue, and trust challenges.

Balancing visibility, influence and energy in a role that demands both strategic insight and emotional availability makes sustaining resilience an ongoing and complex challenge.

YOUR THOUGHTS:

CHRO WELLBEING IN PRACTICE

- Balancing the “dancefloor” of daily demands with reflective “balcony” moments.
- Leveraging peer networks, coaching, and safe spaces for perspective and support.
- Embedding psychological safety and trust in executive conversations.
- Balancing visibility, ambition and recovery alongside macro-political and organisational pressures.
- Using small nudges and daily rituals to sustain wellbeing and focus.



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PRACTICAL APPROACHES YOU SHARED:

- Introduce reflective models, like the Gibbs Reflective Cycle.
- Curate safe, confidential spaces (Teams chats, peer circles) to share challenges and insights.
- Build supportive executive habits, including micro-feedback loops.
- Promote wellbeing rituals across teams, e.g. 10-minute daily pause moments.
- Encourage transparent conversations with ExCo about trust, boundaries, and emotional availability.
- Pilot flexible work patterns such as reflective Fridays to test sustainable pace.

DISCUSSION SUMMARY

By building trust, psychological safety, and allocating time for peer support, CHROs can navigate high-pressure roles and sustain wellbeing, model resilience, and drive meaningful engagement and impact across their organisations.

HEX:

UNLOCKING PEOPLE POTENTIAL AND DRIVING LEADERSHIP IMPACT

HEX is a people performance consultancy dedicated to helping individuals, teams, and organisations reach their full potential.

Founded by Tom Emery, HEX isn't just another learning provider - we offer the complete package. Our services include deep individual and team coaching, leadership development, facilitation of team events, and broader HR consultancy.

With extensive C-suite experience and years of working with CEOs and senior leaders across multiple industries,

HEX's experts bring insight, challenge, and thought leadership to every engagement.

Our CHRO Impact Framework for developing high-performing senior leaders is tried and tested, forming the foundation of Tom's Amazon best-selling book, *People People: Reach Your Full Potential as a CHRO*.

Above all, HEX brings passion, challenge, and joy to all their clients.

Discover more by visiting hex-development.com

TOM INVITES YOU TO CONTINUE THE CONVERSATION

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WHO WE ARE

We believe HR has the power to drive social change.

We're here to supercharge that power.

We've assembled an amazing community of cutting-edge and inspiring HR Changemakers; together we share experiences, knowledge, tools and clear, actionable ideas.

Ideas that help to solve the challenges you face today and inspire with brilliant opportunities to push boundaries and positively impact people in your organisation – and beyond.

And what's even better, is that every penny of profit we generate funds vulnerable children around the world to be safe, loved and learning.

Through our partnerships, together we've donated over \$1million.

Together, we uplift people.

**UPLIFTING
PEOPLE**

HOW WE LEAD



WELL INFORMED

We inspire people who create change with new ideas and approaches



KIND HEARTED

We share our knowledge, connections and donate 100% profits to make an impact



SUPER CHARGED

We're a bold, ambitious and effective force for positive social change