

# Board Workforce Stability Checklist

Strengthening Relational Foundations for Performance, Inclusion & Governance

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Strategic Advisory for Workforce Stability

## Purpose

This checklist is designed to support Board-level discussion on workforce stability and relational risk.

It is not a diagnostic instrument.

It is a structured prompt for governance oversight.

## Workforce Stability Indicators

Board discussion prompts:

- Do we have clarity on the relational drivers behind turnover?
- Are sickness absence trends linked to identifiable team dynamics?
- What themes recur in exit interviews?
- Are grievance volumes increasing in specific departments?

Board Action:

Request integrated workforce and relational insight reporting.

## Inclusion & Behavioural Alignment

Board discussion prompts:

- Are diversity metrics matched by progression and retention?
- Do we have visibility of lived employee experience?
- Are inclusion issues raised early or escalated formally?
- Is there evidence of psychologically safe leadership behaviour?

Board Action:

Seek alignment between EDI strategy and behavioural capability.

## Executive Relational Health

Board discussion prompts:

- Does the executive team model constructive disagreement?
- Is dissent welcomed or suppressed?
- Are leadership tensions visible and managed?
- Do leaders receive structured reflective support?

Board Action:

Ensure executive relational stability is part of governance oversight.

## Prevention vs Reaction

Board discussion prompts:

- Are we investing in preventative workforce stability work?
- Or primarily responding to escalated issues?
- Do we understand our relational risk profile?

Board Action:

Shift from reactive grievance management to preventative stability strategy.

## Closing Reflection

Workforce instability rarely begins with policy failure.

It begins with relational strain.

Boards do not need to manage relational detail.

But they do need visibility, oversight, and prevention-focused strategy.

For further discussion:

Schedule a strategic conversation

<https://calendly.com/eniolacoaching/new-meeting>