

# Ukraine conversation checklist: 5 guiding principles

## Principles to follow



Principle #1:

**Act with care and compassion**



Principle #2:

**Support people at all levels**



Principle #3:

**Know your people's needs**



Principle #4:

**Focus on a broader view of humanity**



Principle #5:

**Think differently about skilling**

## Questions to ask

How do your leaders show compassion and, at the same time, confidence that the company will get through this situation?

Do you understand your workforce constituency, segmentation and their specific needs?

How can you flex HR operations to adapt to workforce shifts and ensure people's safety?

How can you find out what you do not know about your impact locally and globally?

What are three immediate steps you can take to adapt your skilling plans to current circumstances and put people's needs first?