

# Handling Redundancies

▶ 3 HOUR VIRTUAL WORKSHOP



## Support for managers

# Handling redundancies

The announcement of workforce reduction, restructuring and redundancies brings uncertainty and stress to all involved, not just those who leave. If not handled well the long term negative impact on line managers and survivor 'sickness' can risk future business success as the workforce health takes time to recover.

CIPD research suggests that as well as providing a transparent and fair process and support for leavers, building manager confidence and capability line is crucial.



## Practical advice for supporting people through redundancies

### Reactions to change

Stages of change  
Supporting others  
1-to-1 conversations

### Difficult conversations

How to deliver difficult messages  
Handling emotions

### Strengthening resilience

Assess your resilience strengths  
Identify what you can control

## Format



“Structured, practical, helpful”

“Feel better prepared for consultations”

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