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Leading Through Downsizing: Layoff Notification & Survivor Communication Best Practices

Webinar #110117-MS

DATE AND TIME

November 1, 2017

10:00 - 11:30 a.m. CT

OVERVIEW

Facing a reduction in workforce is definitely not something anyone wants to face, but these situations sometimes become an unfortunate reality. The way layoff notifications are handled will have a direct impact on the entire organization, including both the people who learn that their positions are being eliminated as well as the individuals who will be staying with your organization – referred to as layoff survivors – as the company moves forward.

If your organization is facing a layoff, it's critical to be sure that the leadership team and supervisors who will be involved in notifying employees are properly trained (in advance) regarding best practices for what is sure to be a stressful and difficult time for everyone involved. Attend this informative webinar and learn how to properly structure notification conversations, as well as what to expect in terms of the impact that downsizing will have on layoff survivors so they'll know what to expect and be able to communicate and lead effectively in this type of situation.

TOPICS COVERED

- Keys to effective leadership leading up to, during and following layoff notifications.
- Critical elements of effective, respectful layoff notification conversations, including timing, content and delivery.
- Example "best practice" notification conversation.
- What to expect in terms of responses, questions and reactions from affected workers.
- Managerial considerations regarding layoff survivor emotions, morale, productivity and team structure.
- Taking care of yourself during what is sure to be a turbulent time in the organization.

TARGET AUDIENCE

All HR personnel.

FACULTY

Mary Gormandy White, M.A., SHRM-SCP, SPHR
Managing Partner/Talent Development Specialist
MTI Business Solutions

Mary Gormandy White is co-founder of MTI Business Solutions, a Gulf-Coast-based corporate training firm specializing in HR, management, leadership, communication, customer service, Everything DiSC, Five Behaviors of a Cohesive Team and PXT Select training and related services.

She provides HR and talent development, and assessment services to clients throughout the United States, and frequently presents at conferences and association meetings nationwide. She is an Everything DiSC certified trainer and teaches SHRM-SCP/CP certification preparation courses. Her professional background includes extensive experience in HR and talent development.

PRICE

\$195 per connection for members.

\$390 per connection for non-members.

Note: The fee is for one phone line with unlimited participants. For example, 10 employees can participate for only \$19.50 ea!

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**For more
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