

5 WAYS YOU CAN MAKE A POSITIVE IMPACT ON A REDUNDANCY

YOU CAN MAKE A DIFFERENCE

BE TRANSPARENT

If there is even the slightest possibility that redundancies will be made, either stop, or explain, any spending that could be seen as frivolous. Be honest and don't promise employees that there won't be redundancies so they can start preparing.



BE KNOWLEDGEABLE

If you are going to have to make a position redundant, don't deliver the news if you aren't trained on how to give it properly. If you don't have an HR rep who is fully trained, send someone on a course before you start making the redundancies.



BE PREPARED

Don't start the process if you don't have a procedure in place. Take notes, follow the procedure, prepare aftercare and support, understand how appeals work and get professional advice.



BE EMPATHETIC

It doesn't matter how many times you tell them "it's not personal" an employee will most likely be feeling undervalued and helpless. Find out how you can show your support in a valuable and constructive way.



BE USEFUL

Set up LinkedIn with a month's paid subscription to help them find a job. Write them recommendations for their LinkedIn page or record a testimonial video. Introduce them to your contacts in the industry.

