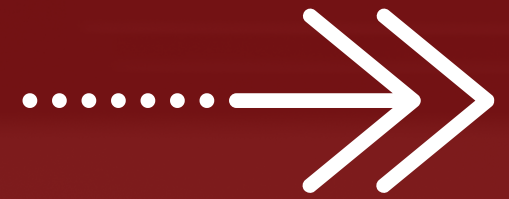




TIPS FOR NAVIGATING LAYOFFS: HOW COMPANIES CAN SUPPORT EMPLOYEES

EMPOWERING YOUR TEAM
THROUGH TOUGH
TRANSITIONS

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SUPPORTING EMPLOYEES THROUGH TRANSITIONS

Research indicates that when companies actively support laid-off employees, they gain several advantages. This approach can boost morale among the remaining staff, enhance the company's public image, reduce unemployment insurance costs, and even strengthen the employer brand. By investing in a compassionate exit process, organizations create a more resilient, supportive workplace culture, and set themselves up for smoother future recruitment efforts.

***Now, let's explore actionable steps
companies can take to support employees
through this transition.***

1. CLEAR, TRANSPARENT COMMUNICATION

Share clear information as early as possible to avoid rumors and uncertainty.

Transparency reduces anxiety, demonstrates respect, and gives employees time to process and prepare.



2. PERSONALIZED OUTPLACEMENT SERVICES

Outplacement services, tailored to each employee's skill set, help with resume building, job search guidance, and interview preparation, ensuring a smoother transition. Look to your recruiting partners for help with this (wink, wink)😉.



3. MENTAL HEALTH RESOURCES

Offer mental health support, such as counseling services, to help employees process the emotional impact of layoffs and manage stress during this time.



4. FINANCIAL SUPPORT

Provide severance packages and extended benefits where feasible. This financial cushion helps relieve immediate concerns and allows employees to focus on their next steps.



5. CAREER NETWORKING

Write personalized recommendation letters and/or connect employees to professional networks. Continued support helps them secure new roles faster and maintains goodwill.



6. SKILL-BUILDING OPPORTUNITIES

Offer access to online courses or workshops that enhance in-demand skills. This investment can boost confidence and better prepare employees for the job market.



7. ONGOING CONNECTION

Regular follow-ups show continued care and can build valuable alumni networks. Former employees can become advocates, partners, and future talent in better times.

