

Telling a person that his/her position is being made redundant, when this is not what the person wants, is one of the most challenging conversations any leader can be confronted with. Issues of fear, loss, anger, confusion and complete denial are common in these interactions. Leaders must be equipped with the skills and tools to manage themselves and the people affected. At some point in your leadership career, you will have to confront this reality so be prepared, learn the lessons before you have to engage.

Every few decades, we go through cycles of growth and contraction. Now is a time of contraction. Many organisations, large and small, have to make positions (people) redundant. This workshop tackles the reality of redundancy and massive change situations head on. Participants will learn what to say, how to say it, and how to manage themselves and their teams through challenging times and redundancies.

- Any leader who is faced with making people and their positions redundant.
- Any leader who must tell an employee that he/she no longer has a job.

- Learn skills and techniques for managing yourself (the leader) through the redundancy conversation and ensuing process with an employee
- Identify and manage the phases of loss and grief that employees will go through during this process.
- Learn critical and valuable skills for handling the different conversations – from breaking the news to the final interaction
- Prepare yourself with confidence, compassion, skills, tools, and steps for handling redundancies