



## Successfully Managing Redundancies

Downsizing, closures, corporate restructures, job re-designs, company takeovers and mergers often result in the need to make an employee's position redundant. The redundancy process can be a difficult and emotional experience for both the employee and employer. In order to help organisations successfully manage their redundancy programs, HR Business Solutions offers tailored career transition and outplacement services. By partnering with HR Business Solutions, your redundancy process can be managed with dignity, professionalism and compassion. Our career transition and outplacement services are designed to provide a framework for "best practice" redundancy management to implement strategies for a smoother career transition.

### Why provide assistance for employees affected by redundancy?

- Providing career transition and outplacement services sends a message to all employees that the organisation is committed and takes their responsibilities seriously
- Recognises the contributions of redundant employees
- Improves morale, motivation and productivity during times of change
- Minimises legal repercussions
- Increases retention of remaining staff
- Preserves corporate reputation and protection of company brand

### What is the benefit for employees?

- Reduces stress of those employees affected by redundancy
- Provides employees with a professional structured process to analyse their skills, interests, aspirations and develop future career goals
- Provides a career coach and improves job search skills

HR Business Solutions' career transition and outplacement services are designed for employees across all levels, roles and industries. Our programs can be delivered individually or as group workshops and are tailored to suit the individual employee, employment environment and culture.

The process involves the following components:

- Developing a strategy and training line managers to communicate the "news"
- Career coaching, counselling and mentoring of redundant staff
- Psychological profiling
- Identifying career interests and preferences
- Providing assistance and support in job searching
- Skills training including resume development and interview skills
- Coaching in self-employment options

For further information about our career transition and outplacement services, please contact Tina Radford on 07 3254 1177 or email [tina@hrbs.com.au](mailto:tina@hrbs.com.au)

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