3 Ways to Remove Risk from a Workforce Reduction

ARE YOU PREPARED TO GET THROUGH A WORKFORCE REDUCTION? With any downsizing event, anxiety and uncertainty run high, and supporting your workforce through the process can be downright painful. To move forward, plan to support 3 distinct segments of your workforce.

RETAINED EMPLOYEES NEED RESILIENCE, STRESS MANAGEMENT SKILLS, AND AGILITY

For those who remain, there's a complicated mix of relief, fear, sadness, even anger. Right or wrong, remaining employees may feel unsupported.

If these feelings go unchecked, productivity drops, and key staff may choose to exit.

In one study, layoffs targeting only 1% of the workforce led to an average 31% increase in voluntary turnover.

Harvard Business Review reports that after a layoff, survivors experienced a **41%** decline in job satisfaction, a **36%** decline in organizational commitment, and a **20%** decline in job performance.

"In our interviews, managers reported that they had become 'calloused' or 'numb,' that they did not want to get 'close to people until things stabilize,' and that they wanted to 'tune out and shut down.'"

- **Human Resource Management**

MANAGERS FACE MULTIPLE CHALLENGES

After navigating the downsizing event itself, managers are left to produce the same results with fewer resources.

They must then rally and reorganize, leading with empathy for the stress their team is experiencing.

In the midst of all this pressure, they need to stay focused, model resilient behavior, and maintain their own self-care habits to avoid burnout.

DEPARTING EMPLOYEES NEED CONTINUED SUPPORT

Most employers feel a strong sense of responsibility to ensure a respectful process, especially if these workers might return as business conditions change. Often these are valued employees, and the trust of your remaining workforce may depend on a supportive, helpful experience.

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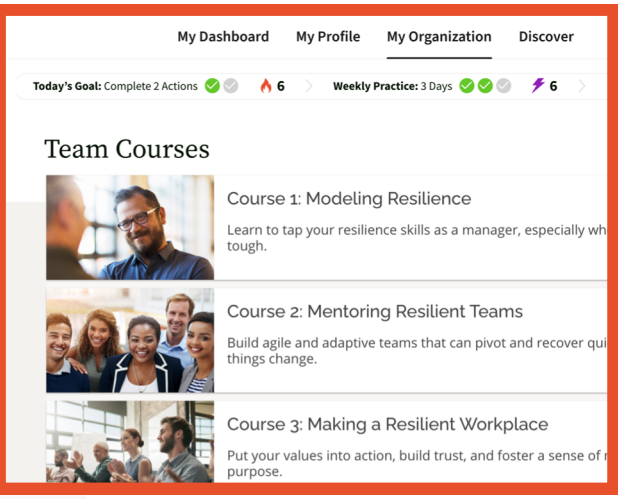
meQ SUPPORTS ALL YOUR PEOPLE THROUGH A WORKFORCE REDUCTION

As the leader in developing workforce resilience meQ supports HR teams through uncertainty, delivering higher job engagement and productivity. meQ reduces employee burnout by 25%, and our customers see 10-16% less turnover.

GIVE MANAGERS THE TOOLS TO LEAD THEIR TEAM THROUGH UNCERTAINTY

So much depends on your managers. After the hard conversations of a downsizing, leaders must move their team forward, maintaining focus and modeling resilience.

From day 1 of enrollment, meQ's targeted content helps managers lead with empathy, with analytics to track how their team is doing over time.





EQUIP REMAINING EMPLOYEES WITH THE SKILLS TO ADAPT AND THRIVE

- **Live trainings** with world-class experts
- **Personalized upskilling** where they need it most, from focus and purpose to stress management and emotion control
- **The tools to understand** how their own mindset shapes their reaction to high-stress situations

SUPPORT DEPARTING EMPLOYEES

Outgoing employees are dealing with change, uncertainty, and a flood of emotions. They'll never need wellbeing support more than they do now.

meQ can be made available as part of offboarding packages for as long as you specify. Our digital solution is affordable and scalable.



MEET CHANGE AND UNCERTAINTY WITH RESILIENCE.

LEARN MORE *or* **SPEAK WITH OUR TEAM TODAY**

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