

Getting your head around redundancy

A 90-minute virtual session

Overview

Redundancy affects people differently. Naturally – it depends on the things that make us unique, our circumstances, experiences, personalities, career stages, our whole approach to life and work. For some of us work is a means to an end, for others it underpins our whole identity and self-esteem. For some it's a threat, for others it's an opportunity.

So, when we face redundancy we react differently. And the first thing we need to deal with is that reaction. We need to 'get our head around it'. This participative virtual classroom session is designed to help you do just that.

Learning objectives

- Understand why this is happening to you
- Recognise your emotions and your reactions
- Know how to talk about it
- Build resilience
- Be prepared to use the support available
- Focus on the future

This session is designed to help get you in the right frame of mind to take the next steps. It will give you tried-and-tested tools and techniques to set you on whatever is the right path for you.

Audience

This programme is designed to be run as an in-house session for those being made redundant, whatever their level within the organisation.

Special feature

The programme can be tailored to each organisation's particular circumstances and the context in which it is being delivered (in order to complement other forms of support being offered). Additional sessions can be run on such topics as:

- Career planning
- CV writing
- Job searching
- Interview skills
- Mental health
- Personal financial planning

One-to-one coaching and support can also be offered, whether for entire groups or on an ad hoc basis for those individuals needing additional support.

Virtual session outline

1 Welcome and introduction

- Context for the session
- Overall aim
- Ground rules – including confidentiality

2 Understanding the rationale for redundancy

- Business reality v human cost
- Redundancy is about the job – it's not personal but it can feel that way
- Understanding the reason behind the decision – why now, why my role, why me?

3 Managing the personal impact

- Different people, different reactions
- Emotions are natural and to be expected – a checklist of typical reactions
- The rollercoaster effect
- The Change Curve as a tool to show the predictable process of change – useful strategies at each stage
- We need to talk about it – but what to share? Benefits and consequences of different approaches. Communicating with purpose.
- Acknowledging rather than suppressing emotions is key to moving forward
- Support networks and the value of reaching out for support

4 Taking control

- Understanding and using the support and services on offer from the organisation
- The importance of being resourceful
- Tools and techniques:
 - Focus on what you can control and accept/let go of what you can't
 - Manage your self-talk
 - Focus on creating a new future, don't dwell in the past

5 Focusing on the future

- It's your future – what you do, how and when you do it is ultimately your choice
- Take stock – ten questions that may help you re-evaluate what you want
- Take time to consider, reflect and evaluate what is right for you

6 Planning for the future – a checklist

- Take time to create a vision of your end goal
- Consider how time-critical this is for you
- View this as a project – using a project plan to help keep you motivated and focused
- Identify specific actions to take – and celebrate achievements and small wins
- Keep focused on the end goal and the resources and support that will help you achieve this
- What to do when you feel overwhelmed or stuck
- Revisit your plan as new thinking and information comes to light
- Have a contingency plan

7 Building resilience

- The importance of building your personal resilience to support you through this journey
- The four ingredients of resilience

8 Review and next steps

For a no-obligation discussion about running this session for your organisation on an in-house basis, just give us a call on **01582 463462**.