



RESTRUCTURING, REDUNDANCY AND REVIEWING WORKFORCE NEEDS



Overview

Change is constant and a successful organisation ensures their workforce fits with their current and future needs and is prepared to react to make it so.

For many, the thought of undertaking a restructure is quite daunting; especially where redundancies are a likely outcome.

Understanding the processes, procedures, legal obligations and options available to you will put you in an advantageous position should the need arise.

PACT HR's facilitators will take participants step by step through the practicalities and good practice around this complex topic. This session is designed to assist you in not only understanding the processes and procedures but also how best to support those at the centre of the process and the behaviours you can expect them to exhibit throughout. Whilst the messages you convey to staff during this difficult process are important, how and when you communicate is just as important to get right.

Format

- Half day, face to face training session
- The session will be delivered by two facilitators; one HR Specialist and one People Skills Expert

Course Structure

- Key drivers for change
- Step by step guide to Managing Change Processes:
 - Restructuring
 - Varying a contract of employment
 - Redundancy
- How change impacts upon staff?
- Supporting people through change

Suggested Audience

The session will be ideal for any School Business Manager, HR Manager, Line Manager or Senior Leader new to, or with limited experience of, reviewing their workforce and/or likely to be involved in restructuring or redundancy processes in the organisation.



“ Right people, right skills, right place, right time, right cost, right contract; creates the right teams. – HR Consultant ”