

Post RIF Re-Engagement Support

Navigating the Change Curve

Leading Employee Re-engagement After a RIF

Research has shown that a reduction-in-force has a measurable impact on employees. The survivors of a layoff experience a myriad of emotions – from fear and guilt, to a sense of distrust in senior leadership and the direction of the company. If these “survivor issues” are not managed effectively, it will have a lasting negative impact on employee engagement, retention and performance.

Navigating the Change Curve is a real-time training for leaders and managers at all levels who need to re-engage themselves and their employees after a layoff.

Drawing upon foundational change management research and decades of experience in managing the unique issues in post-RIF change, *Navigating the Change Curve* is a one-hour session that helps leaders move themselves and their employees through the predictable stages of Post-RIF stagnation faster and effectively.



Navigating the Change Curve has the following characteristics:

- ▶ **Focused** – tailored to the adjustment challenges inherent in a post-RIF action, all the information is relevant and directly applicable.
- ▶ **Diagnostic** – leaders can identify the current stage of employee adjustment and identify strategies to move to high engagement.
- ▶ **Pragmatic tools** – leaders obtain specific strategies that are immediately applicable to leading members of their team through the change curve.
- ▶ **Concise and Real-Time** – completed in one hour, the session can be presented in- person or virtually for real-time support.
- ▶ \$1,800 per session