



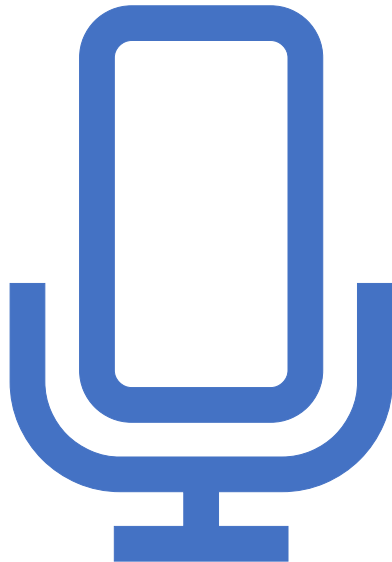
Resound

TRAINING & DEVELOPMENT

Drama-based learning – learning events and video resources

<https://resoundtraining.co.uk/>

Virtual Housekeeping



- Introductions
- Session structure
- Get involved
- Video cameras and microphones
- Recording

1

Is there a redundancy situation?

2

Preparation

3

Collective consultation
(20+ employees)

4

Group meeting

5

First letter

6

Carry out scoring

7

Second letter

8

First individual meeting

9

Follow up

10

Second individual meeting

11

Dismissal letter

12

Appeal

Get in touch

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Stay up to date!

www.birkettlong.co.uk/events

www.birkettlong.co.uk/site/blog/coronavirus-blogs/

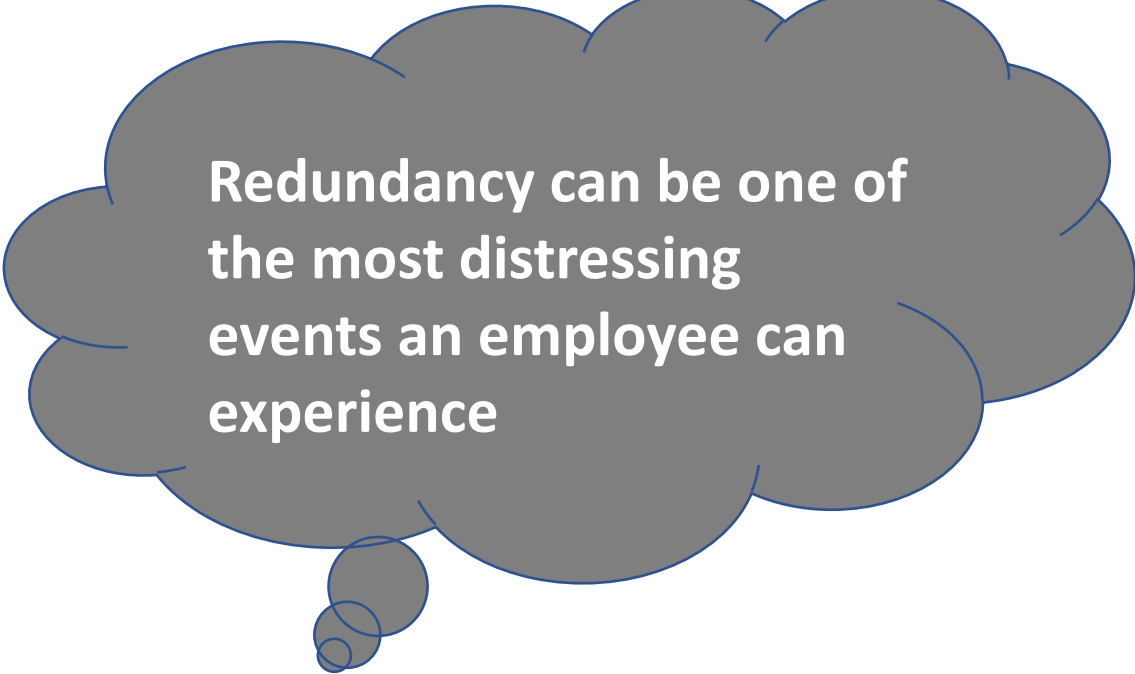
The back story

Maxine is Head of Finance & Administration for Loxenbury Data Services. The business has been struggling due to the impact COVID-19 has had on their clients.

The video starts with Maxine receiving a video call from Nick, her Director who has some news.

We then see Maxine call one of her team.....

[*Maxine makes staff redundant*](#)



Redundancy can be one of the most distressing events an employee can experience

**Credit: CIPD
Factsheet
2020**



1. Protect people's health and wellbeing by taking a compassionate approach
2. Treat everyone with dignity, respect and kindness
3. Take the time to explain the reasons for redundancy
4. Explain the actions that were taken to avoid redundancy and facilitate redeployment
5. Make sure they know their contribution to the business was valued
6. Let them know that redundancy is not a reflection on them personally

Survivor Syndrome

CIPD 2020

Redundancy has an impact on other employees

The organisation's effectiveness is largely dependent on the morale of survivors

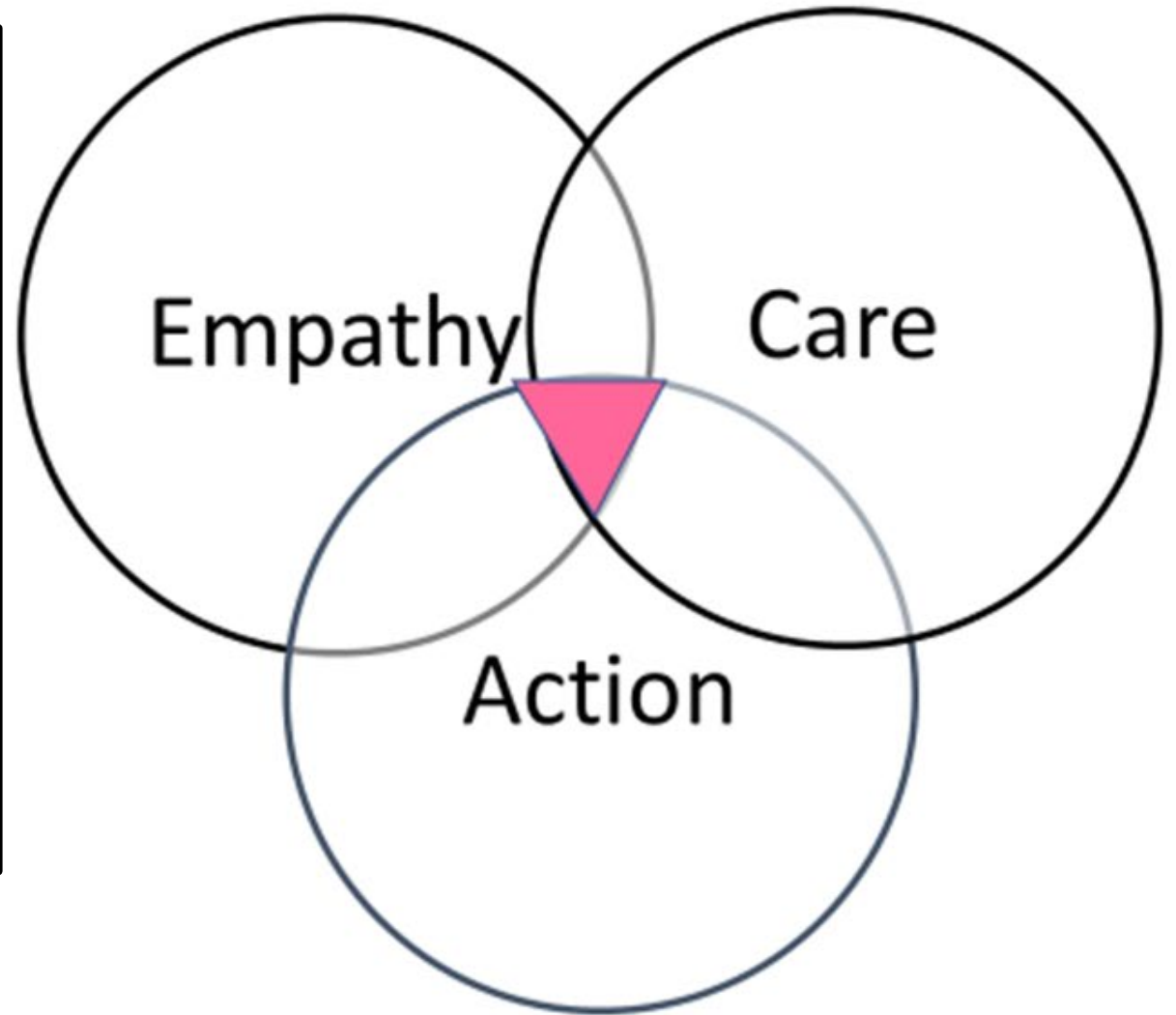
Compassion at Work

Simple model but not always easy to do especially if the other person is angry or distressed.

This model works – take your time and be willing to engage heart and mind.

Self-compassion is the foundation.

Compassionate leaders create the culture for compassionate workplaces





**To continue the
conversation....**

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**Free Closed FB Group: Resound-ing L&D
Community**

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