



# GOING THROUGH ORGANISATIONAL CHANGES - FOR EMPLOYERS

The current work landscape is going through constant change, and we are often facing an environment that is uncertain. Some workers will need to look at career transitions because of changes in organisations such as restructuring, downsizing, redeployment and role disestablishments. Job insecurity is a common effect associated with employment changes and can affect even the employees who are not directly impacted, rates of mental illness, sickness and absences, and poor work performance is common. Rates of suicide can also increase when there are higher levels of job insecurity and unemployment, particularly among men.

## As employers and an industry, what can we do about it?

When you speak to employees:

### ✓ IF YOU MUST LET SOMEONE GO – BE CLEAR, HONEST AND DIRECT.

For instance:

- ***“I’m sorry, but we are meeting today because we need to to disestablish your role.”***
- Express gratitude for their hard work and dedication.
- Provide a simple explanation about the economic conditions that led to the layoff.
- Be clear that ***“this is not about [the employee’s] specific job performance”***.
- ***“This is not [the employee’s] fault – this is about a global circumstance that none of us created.”***

### ✓ SUPPORT – BUT KEEP IT REAL

- Be available and willing to provide support or counsel to your employee.
- Provide opportunity for them to ask questions now or in the future.
- Provide information on where your employee should go for government benefits.
- Offer ideas about job opportunities at other organisations.
- Offer to service as a reference.
- Don’t overcommit to things you can’t deliver such as ***“your job might be still here if things get better”***.
- Don’t sugar-coat and don’t give false hope.

! There is a process that must be followed when restructuring your business. For help with this visit: [www.employment.govt.nz](http://www.employment.govt.nz)

### ✓ BE TRANSPARENT

- The survivors are going to be worried about their jobs.
- No one knows where this is going to go.
- Be as transparent as possible, have a ‘ask me anything platform’ to provide a platform to extinguish any myths or rumours about the situation.
- Have a succinct explanation for why the layoffs were necessary. For example:

***“The company is facing a challenge. Let me share what we did, why we did it, and how we can move forward.”***

It’s now up to you to listen to their concerns and focus on the commitment to continue to move forward.

### ✓ YOU NEED SUPPORT TOO

As managers during this time our routines have been disrupted. Its critical you have a place where you can talk, release tension and where you can deal with your worries.

Find someone else you can talk to, a friend, a mentor, a colleague at a different organisation. Be selective and cautious about how you display your stress and emotion when with your team.

### ✓ FOCUS ON YOUR WELL-BEING

Finally, take care of yourself. Eat healthy, get regular exercise, try meditating, get plenty of sleep at night or read a book. You are not alone, there are a lot of employers going through this.

**For support or information call MATES IN CONSTRUCTION on 0800 111 315**