

# The Guide To Company Downsizing

Richard Deems,Terri Deems

**The Guide to Company Downsizing** Rus Slater, 2012-01-30 This guide is not aimed at board Chairmen of global companies or at the Human Resource Directors of large organisations; it is aimed at the small-business owner or the line manager who is actually going to have to look someone in the eye and tell them that they don't have a job any more .

**Guide to Responsible Restructuring** Wayne F. Cascio, 1995 Based on research about the effects of downsizing on firm performance, argues that large-scale redundancies produce little long-term cost gains, and that enterprise restructuring is a more efficient means of increasing competitiveness. Based on a survey of 25 large firms over a seven-year period from 1988.

*Resizing the Organization* Kenneth De Meuse, Mitchell Lee Marks, 2003-02-03 Presented by the Society for Industrial and Organizational Psychology, this much-needed resource offers a wealth of theoretical information, best business practices, and winning techniques for executives who must guide their companies through the often difficult processes of mergers, acquisitions, downsizings, and other transitions. Written by top experts in the field, *Resizing the Organization* is a field guide for applying industrial and organizational psychology theories and practices to the management of change strategies.

*The Manager's Pocket Guide to Downsizing with Confidence* Terri Deems, 2007 Downsizings don't have to leave the exiting person devastated, the remaining people angry, the decision-makers stressed or the company open to litigation. With the Manager's Pocket Guide to Downsizing with Confidence, you have a practical guide to planning and conducting a downsizing the right way so all the people involved come out ahead. Get straightforward answers to the 12 most often asked questions about downsizing: Why should we worry?; What are our real needs?; How much planning time do we really need?; How do we select who goes?; What can we do to show that we've been fair?; How - and what - do we tell the people who will exist?; How do we tell the people who will remain?; Do we do it all at once or in phases?; What about the media?; Is career transition assistance really necessary?; What if we need some of these people in nine months?; Now what? If you're a leader involved in any way with a downsizing - whether 10 or 1,000 people are involved - this book will provide invaluable advice. The recommendations are based on the authors' 20 years of research and experience designing, reviewing plans for and coordinating large and small downsizings.

**Guide to Responsible Restructuring** DIANE Publishing Company, 1995-09 Does the strategy of restructuring & delayering really work? Does the cutting headcount benefit only companies & shareholders? This Guide looks at the downsides of downsizing; myths vs. facts. Includes: the Best Practices in Restructuring, which addresses how several American companies (Ford, Chase Manhattan, Eaton, United Airlines, NYNEX, Intel & others, created alternatives to downsizing. Provides Guidelines for Responsible Restructuring. Extensive references.

**The Manager's Pocket Guide to Downsizing with Confidence** Terri A. Deems, Richard S. Deems, 2007-06 Downsizings don't have to leave the exiting person devastated, the remaining people angry, the decision-makers stressed or the company open to litigation. With the Managers Pocket Guide to Downsizing with Confidence, you have a practical guide to planni

*The Manager's Pocket Guide® to Downsizing with Confidence* Richard Deems, Terri Deems, 2007 Downsizings don't have to leave the exiting person devastated, the remaining people angry, the decision-makers stressed or the company open to litigation. With the Manager's Pocket Guide® to Downsizing with Confidence, you have a practical guide to planning and conducting a downsizing the right way so all the people involved come out ahead. Get straightforward answers to the 12 most often asked questions about downsizing: Why should we worry?; What are our real needs?; How much planning time do we really need?; How do we select who goes?; What can we do to show that we've been fair?; How - and what - do we tell the people who will exist?; How do we tell the people who will remain?; Do we do it all at once or in phases?; What about the media?; Is career transition assistance really necessary?; What if we need some of these people in nine months?; Now what? If you're a leader involved in any way with a downsizing - whether 10 or 1,000 people are involved - this book will provide invaluable advice. The recommendations are based on the authors' 20 years of research and experience designing, reviewing plans for and coordinating large and small downsizings.

*Surviving a Layoff* Lita Epstein, 2008-12-17 Being laid off is a traumatic event. Downsized workers must face decisions about reorganizing their lives and their finances, while grappling with the emotional grief of losing a job. This book is a practical guide to dealing with the tough questions a layoff poses. Using a week-to-week timeline, the book offers advice on such topics as: coping with grief and anger after a downsizing; reorganizing life after a layoff; how to launch a job search; balancing the job search with family and personal time; explaining a layoff to family and friends; and more. This book will show downsized workers how to reorganize schedules, set financial and organizational priorities, and go for their next job with confidence and enthusiasm.

**A Victim Of Your Own Success** Michael Gaither, 2023-01-13 As we entered the home stretch of the (pick date) presidential election, the economy was still uncertain, the national unemployment rate was iffy, and bankruptcies were up (sound familiar?). *A Victim Of Your Own Success* offers tips to retain your sanity and composure after job loss with helpful tips to plan for a better future.

*Healing the Downsized Organization* Delorese Ambrose, 2010-04-28 Healing the Downsized Organization is for managers and employees who must make sense of dramatically changed workplaces after reengineering, restructuring, or downsizing. Here are best practices from those who are successfully reinventing their organizations and re-creating healthy workplaces. Documented examples from executives, managers, and employees who have bounced back from this challenge reveal how they minimized pain during downsizing and discovered promising possibilities for changed employer-employee relationships. Dramatic profiles of four organizations--representing manufacturing, media journalism, education, and health care--provide lessons you can practice today, whether downsizing is unfolding now or whether it looms in the future. From interviews with CEOs, managers, and employees, you will understand how individuals at all levels have handled the tension between personal and organizational goals, managed the human struggles, and achieved victories as they cut costs and redeployed resources to face competition or changing market conditions. You will learn how these companies and individuals coped with downsizing, including: , how survivors regained momentum, focus, and job satisfaction after downsizing , what kinds of company-employee interactions allowed trust to be rebuilt , how managers succeeded in balancing the concerns of those who left and those who stayed , ways to be an effective leader in the transitional period , approaches to forge a new employer-employee social contract for the emerging workplace *Healing the Downsized Organization* is the recovery book for the downsizing of America.

**Fired, Downsized, Or Laid Off** Alan L. Sklover, 2000-01-04 Includes material on severance packages and severance negotiation.

**Downsized** Marco Cruz, 2011-06-23 Downsized is an employment survival guide for employees at public or private companies, or government agencies.

**Downsizing The Family Home** Marni Jameson, 2016-01-05 It's a rite of passage almost no one will escape: the difficult, emotional journey of downsizing your or your aging parents' home. Here, nationally syndicated home columnist Marni Jameson sensitively guides readers through the process, from opening that first closet, to sorting through a lifetime's worth of possessions, to selling the homestead itself. Using her own personal journey as a basis, she helps you figure out a strategy and create a mindset to accomplish the task quickly, respectfully, rewardingly—and, in the best of situations, even memorably. Throughout, she combines her been-there experience with insights from national experts—antiques appraisers, garage-sale gurus, professional organizers, and psychologists—to offer practical wisdom and heartwarming advice so you know with certainty what to keep, toss or sell.

**Managing Change and Transition** Richard Luecke, 2003 This timely guide offers advice on how to recognize the need for organizational change, communicate the vision, prepare for structural change, and address emotional responses to downsizing.

**Survive Downsizing** Donald J. Minnick Ph. D., 2009-09 Discusses qualities and techniques that will help you survive a company restructure. Includes advice on what to do if you lose your job.

**Responsible Restructuring** Wayne F Cascio, 2002-09-09 Firms that restructure through downsizing are not more profitable than those that don't, and often end up hurting themselves in the long run. Responsible Restructuring draws on the results of an eighteen-year study of S&P 500 firms to prove that it makes good business sense to restructure responsibly—to avoid downsizing and instead regard employees as assets to be developed rather than costs to be cut. Wayne Cascio explodes thirteen common myths about downsizing, detailing its negative impact on profitability, productivity, quality, and on the morale, commitment, and even health of survivors. He uses real-life examples to illustrate successful approaches to responsible restructuring used by companies such as Charles Schwab, Compaq, Cisco, Motorola, Reflexite, and Southwest Airlines. And he offers specific, step-by-step advice on what to do—and what not to do—when developing and implementing a restructuring strategy that, unlike layoffs, leaves the organization stronger and better able to face the challenges ahead.

**The One Hour Survival Guide for the Downsized** William L. Tatro, IV, 2010 What does one do when their world is brought down around their shoulders through downsizing? How does one face up to the increased pressures and responsibilities that follow after the ax has been brought down? These are just a few of the questions tackled in this timely and highly personal guide to surviving after being let go. In this easy-to-read and understand book, readers will be shown how to deal with 1) legal questions surrounding their dismissal, 2) how to deal with the human resource department, 3) where to get answers on insurance and severance, and 4) is there a plan to help you find another position? Since financial concerns will be of prime concern, the author deals with virtually every possible question that could be asked -- and he answers them clearly and concisely. Perfect reading for anyone -- ANYONE -- who finds themselves out of work and having to deal with the harsh realities of downsizing. Practical -- Reasonable -- Doable -- A Real Lifesaver!

**Are You a Corporate Refugee?** Ruth Luban, 2001 During the mid-1990s, 1 in 16 workers were displaced by downsizing, reorganization, or corporate mergers and acquisitions. Ruth Luban, a counselor who specializes in recovery from job loss, recognizes that leaving the workforce causes not only a loss of income, but also of identity, structure, and community. Her step-by-step program addresses these problems and explains how to work through them. Using case studies, exercises, and informative sidebars, she identifies the five emotional stages of job loss: \* On the Brink \* Letting Go \* In the Wilderness \* Seeing the Beacon \* In the New Land Luban shows how to move through the emotional upheaval of job loss and return to the workforce with a sense of control and direction.

**Corporate Downsizing Demystified** Franco Gandolfi, 2006 Due to the increased levels of organizational efficiency, profitability, and competitiveness have produced major layoffs and redundancies, corporate downsizing has now become a strategy of choice for many corporations and governmental agencies. It is now

**Surviving a Layoff** Lita Epstein, 2009-01-17 This book is an all-in-one guide for people who want to compose their own musical arrangements. You will learn to tap into your creativity while integrating melody, harmony, rhythm, and other musical devices. In no time, you'll be writing music in a wide range of genres, from rock to jazz and classical to Latin! This book features: Instruction for score writing for various ensembles Critical information about musical history Dozens of recorded examples Tips for getting music performed and published This book and CD package shows you how to master complex musical ideas and apply them to your own creative works. You will be inspired to write and showcase your pieces with this fun and easy resource!

**The Guide To Company Downsizing: Bestsellers in 2023** The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous engrossing novels enthralling the hearts of readers worldwide. Let's delve into the realm of bestselling books, exploring the captivating narratives that have enthralled audiences this year. **The Guide To Company Downsizing : Colleen Hoover's "It Ends with Us"** This poignant tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover masterfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can succeed. **Uncover the Best : Taylor Jenkins Reid's "The Seven Husbands of Evelyn Hugo"** This captivating historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reid's absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. **Discover the Magic : Delia Owens' "Where the Crawdads Sing"** This captivating coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens spins a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These top-selling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of compelling stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other

members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a exceptional and gripping novel that will keep you wondering until the very end. The novel is a warning tale about the dangers of obsession and the power of evil.

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