

Re-building Employee Engagement after Staff Layoffs



Turned-up and Turned -on, after Turn-outs' – Re-engaging your staff after layoffs.

In times of economic downturns or, when the business changes or evolves, staff are often shed. Lay-offs can be unpleasant and unproductive for everyone and all too often the remaining staff feel guilty for keeping their jobs and suffer from 'survivor sickness'.

This program looks at 'survivor sickness' the causes and the actions that must be taken to re-engage and re-connect with the workforce before it impacts too heavily on productivity. In an interactive hands-on workshop, participants receive numerous tips, techniques and tools to re-engage their workforce.

*"What would life be if we had no courage to attempt anything?"
- Vincent Van Gogh*

The Benefits

This program will give you the knowledge and skills to:

- Recognise 'LOSS' for the issue it is and act to protect productivity and motivation
- Calculate the \$\$\$ impact of 'LOSS' on your workforce and implement actions to remediate it.
- Handle lay-offs in a way that has little impact on productivity.
- Encourage and motivate the existing workforce to increase productivity.

Who should attend?

This program is designed for frontline managers, team leaders and supervisors and is also suitable for anyone involved in workforce development and productivity.

All participants will have access to the facilitator for up to three months following the course via email or telephone.

What you will cover

- Lay-off survivor sickness (LOSS)
 - symptoms,
 - causes,
 - effects
 - costs
 - solutions
- 'Presenteeism' – not so hidden cost
- Cost of disengagement
- Employee Engagement categories
- Engagement drivers
- Reconnecting your workforce – proven engagement strategies
- Traps & bewareas
- Engagement payoff
- Tools

How it will be delivered

This program is delivered over two modules of three hours each run over two weeks. At the end of the first module participants will be given workplace activities to practice before the next session.