

Need to restructure or downsize?

During my career I have managed the downsizing of over 200 employees. This has ranged from closing a whole manufacturing operation to downsizing one or two in departmental reorganisations. Whether it is downsizing, realignment of work tasks and responsibilities or mergers and acquisitions, consultation with employees is a legal requirement. Understanding the employment law complexities is not easy. I have developed tried and true systems to ensure this process is as easy and stress free as possible.

I offer:

- A tried and true system to ensure legal compliance.
- Practical tools for avoiding pitfalls which could lead to employee disenfranchisement and unnecessary drop in productivity.
- Well written communication documents and strategies to ensure best practice is achieved.
- Coaching relevant managers through the process.

FAQ's

- ✓ We don't have the same amount of work we used to have and I need to let one of my workers go. How can I do this redundancy without ending up in the employment court?
- ✓ What does it mean I have to consult with my employees if I want to make changes to their working conditions?
- ✓ I want to change the way my employees do work. How do I go about this to get them on board with what I want to achieve?

Contact Details

021 673 374

joan@joanwatson.co.nz