

DOWNSIZING - THE RIGHT WAY!

A 'Big Issues' Breakfast Seminar



Did you know that only 21.1% of employees say they became more productive after downsizing, and 44.5% say that their motivation decreased?

You are invited to a Complimentary Breakfast Seminar that will provide new research identifying how to downsize effectively and avoid common mistakes.

Seminar attendees will also receive a complimentary copy of Drake's new white paper, "Downsizing – The Right Way"

Seminar Outcomes

You will gain an understanding of the need to re-align all components of the organisation's design for downsizing to be effective. In particular you will be introduced to the three phases of downsizing, and the critical activities.

Planning and Readiness

- Establishing short term objectives, and reviewing strategy
- The alternatives to downsizing, and the workforce reduction options
- The role of leadership, and preparing managers
- Maintaining employee engagement
- Retaining critical skills

Implementation

- Managing the terminations
- Arranging employee exit with respect and limited disruption to workflow
- Communications with internal and external stakeholders
- Career transitioning and outplacement

Refocusing and Transition

- Strategies to normalise operations post downsizing
- Dealing with Survivor Syndrome
- Implementing process improvement and work redesign
- Establishing new accountabilities and developing new teams
- The importance of monitoring results

Presenter

David Edwards AM is the Strategic Manager of Drake International.

He has held senior management positions in major corporations and has had 20 years of experience as the CEO of organisations including CEDA, VECCI, CPA Australia and similar organisations. He is also a past director of the Australian Human Resources Institute.

Seminar Details

COST

Complimentary

VENUE, DATE & TIME

Melbourne

Crown Towers
Palladium C1
Wednesday, 1 April 2009
07.30 - 9.00 AM

Sydney

Tattersalls Club
181 Elizabeth Street
Tuesday, 28 April 2009
07.30 - 9.00 AM

Melbourne

Crown Towers
River Room
Thursday, 30 April 2009
07.30 - 9.00 AM

REGISTRATION

7.15 AM
(Breakfast is provided)

Book Now

Register now to avoid disappointment

Ph. 1300 362 262

Fax. 1300 367 536

dt@au.drakeintl.com

Registration Details

ATTENDEE DETAILS (Please photocopy form for additional attendees)

MR/MRS/MS	FIRST NAME:	LAST NAME:	
POSITION:			
ORGANISATION:	ABN:		
ADDRESS:			
SUBURB:	STATE:	POSTCODE:	
TELEPHONE:	FACSIMILE:		
EMAIL:			

EVENTS DETAILS (Please tick)

- SEMINAR 1** - Melbourne, 1 April 2009 : Crown Towers
- SEMINAR 2** - Sydney, 28 April 2009 : Tattersalls Club
- SEMINAR 3** - Melbourne, 30 April 2009 : Crown Towers