

Some generalisations around the management of redundancy

1. Survivors of a 'downsize' deserve far more concern, given they are the future of the business.

My views:

2. Compulsory redundancy has many advantages to the organisation over voluntary.

My views:

3. What planning for and beyond redundancy that happens is usually far too little and too late for effect.

My views:

4. Redundancy is a corporate fact of life, only unhealthy organisations do ever not lay people off ever.

My views:

5. It is critical to balance the issues of happy and unhappy leavers and stayers – four critical groupings.

My views:

6. The best people will always find other employment, so they need to be told when they are safe.

My views:

7. The ability to manage effectively before, during and following redundancy is a key management skill.

My views:

8. Last in first out is not a sensible selection criteria for redundancy, however fair this may appear.

My views: