

Leading when the going gets tougher.

WE ARE LIVING IN UNCERTAIN TIMES. UK and European economic growth has slowed and the first stages of a recession are with us. Some sectors are laying-off workers and others are considering doing so. Many leaders have not experienced such circumstances before.

This is when anxieties run high and leaders need different characteristics. In redundancy situations or merger scenarios one needs not only to think of the people who are going but also the impact on the people who stay; how can risks of legal action be mitigated and how can the remaining workforce be motivated to perform more effectively to take the organisation successfully forward.

How LeaderShape can work with you.

The LeaderShape faculty comprises proven business leaders with hands on, personal experience of leading companies through tough as well as successful times. With the benefit of hindsight without the pain of experience, LeaderShape faculty members support leaders to make the tough decisions and provide the guidance that will steer the organisation through and bring people along with them.

What is the process?

For those that are departing the business:

- ✔ A coaching surgery or tele-coaching with email backup provides confidential support to help clarify personal goals and move people into a mindset to positively seek new challenges.
- ✔ A joined-up approach connecting individuals with relevant Top Executive Search Companies, through our network of strategic alliances.

For those that are staying:

- ✔ Leadership workshops to address key issues in the organisation and how to:
 - ✔ Deal with the emotions.
 - ✔ Move forward through the “grief curve”.
 - ✔ Instil confidence that will allow people to focus on the tasks ahead.
- ✔ Individual coaching/mentoring to maintain maximum effectiveness in a rapidly changing environment. We provide support for those called upon to make key decisions and deal with the negativity that redundancy scenarios can create.

“I found the involvement of LeaderShape invaluable – both as a sounding board for my own leadership approach as well as knowing that there was professional coaching and counselling available for all those individuals that needed it. This enabled me to focus my time on supporting the reorganisation and maintaining the growth of the business.”

Janis Clayton,
former MD Cephalon UK
(Top 10 biopharm company).

Benefits.

- ✔ Demonstrating corporate responsibility to those that work for the organisation whether they are going or staying
- ✔ Dealing with the effects of redundancies quickly and effectively so that the focus can be on gaining position in the market
- ✔ Leaders who have broadened skills who can mitigate the negative effects of redundancies and get the best out of people in securing they future of the business and delivery on targets.

Call LeaderShape now to discuss how we can help you through difficult times on 0870 990 5576 or email info@leadershape.biz. To discover the LeaderShape difference, visit our website at www.leadershape.biz.