

## Navigating RESIZINGS in order to maintain RESPECT, STABILITY and PRODUCTIVITY in the workplace



### LAYOFF SERVICES

In today's tumultuous economic environment, companies are increasingly forced to face workforce resizing issues. PENN Behavioral Health, a nationally recognized leader in organizational behavioral health, offers programs, training, and educational services to assist both companies and their employees in navigating impending layoffs, terminations, or major restructuring efforts, in order to maintain respect, stability, and productivity in the workplace.

Through a combination of training and educational services, telephonic communication, consulting & resources, and a variety of written materials, PENN Behavioral Health offers guidance on two levels:

**Services for Employers Conducting Layoffs and/or Services for Laid off Employees and Their Families.** Both levels of assistance are comprised of any combination of the following services, based on the needs of the individual organization:

- Consulting
- Training and Education
- Critical Incident Support Management
- Counseling
- Reporting/Follow-up
- Web-based resources

### Services for Laid off Employees and Their Families

PENN Behavioral Health offers services on-site to support notified employees dealing with the initial shock and emotions associated with losing their jobs. Following the layoff notification, PBH works with the employees and their families to help them cope with the anxiety and learn how to manage the stress/changes they will be facing after the layoffs take place. These services are designed to guide the employees and their families in the process of maintaining stability and putting their lives back together. The result is a dignified and respectful process which not only retains the laid off employees' positive relationship with the organization but also reduces the survivor guilt of those remaining.

### Services for Employers Conducting Layoffs

Organizations facing the task of conducting layoffs can utilize PENN Behavioral Health as a resource in developing the entire layoff process including, consulting with senior management, structuring the process and timelines, training notifiers, and helping to manage the environment on the day of the notification. PBH will work with managers to create and disseminate tailored internal support information and assist employers with gathering external referral resources.

PENN offers pre-training support with the notification process and will be available on site to help with problem resolution interventions, aiding the laid off employees with any immediate stress-related issues. Finally, PENN Behavioral Health offers services to protect organizations from decreased productivity and morale following workforce reduction. PBH works with management to provide customized trainings to assist in the process of restructuring the workplace, supporting the survivor employees, and fostering individual and organizational revitalization and resilience.

While it is never easy for an organization to downsize, PENN Behavioral Health's Layoff Services will help to alleviate the burden of the transition on the employers and create a supportive and respectful environment for both laid off employees and the remaining workforce.

**For more information or to assess which components would benefit your organization, contact PENN Behavioral Health at 1-888-321-4433 or by emailing [pbhcs@mail.med.upenn.edu](mailto:pbhcs@mail.med.upenn.edu).**

