

# Managing your Employees through and out of a Recession

Corinne Mills

Managing Director

Personal Career Management



# Employee Outlook Survey

(CIPD Jan 2010)

- Job satisfaction dipped to 35%
- 41% feel under excessive pressure at work
- 45% do not see manager as open and honest
- 35% have had pay frozen – (6% pay cut)
- 22% want new job now (37% within the year)
- 63% think finding a new job will be difficult

# Employee Perspective

- Anxiety
- Fear of redundancy
- Increased workload
- Reward expectations
- Payback
- Move when upturn



# The HR challenge

- Productivity
- PR
- Workplace stress
- Managing conflict
- Retaining talent



# Strategies

- Honest communication
- Psychological contract
- Outplacement
- “Survivor” career discussions



# Remember this!

- Honest and helpful discussions with staff
- Psychological contract negotiation
- Help for leavers - outplacement support
- Pay attention to “survivors”

# Personal Career Management

- Outplacement support
- Career coaching
- Training in career coaching



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