

Considering Redundancies?

Holistic support from the AdviserPlus Group

As a nation, we are experiencing an unprecedented period of uncertainty and challenge, with few organisations unaffected by the economic impact of lockdown and travel restrictions.

Challenging times can result in difficult decisions. When forced to consider redundancies, the impact across **all levels** of an organisation can be far reaching. Providing the right support - to ensure that correct processes are followed, that HR teams are properly supported and that affected individuals are given the **best possible** chance to secure the right next step for them - can have a **positive and lasting** effect.



Even for unaffected employees, fear and uncertainty can be distracting. This can have a negative impact on productivity - and staff retention. **Managing redundancies well** can be incredibly reassuring - ensuring that the team left behind feel **engaged and confident** that, should their role be affected in a similar way, their situation will also be handled professionally and with sensitivity. It can also protect your reputation and ensure that, when the time comes to build your team back up, you are seen as an employer of choice.

Making redundancies will never be an easy decision - but our holistic range of support can ensure the best possible outcome - for the organisation, the exiting employees AND those who continue to work in your business.




Employment Law Advice from Halborns

Securing proactive, pragmatic and straight-talking advice at the outset of an individual or collective redundancy process will not only make it a much more manageable experience, you'll also have our expertise at every stage to ensure you mitigate the risk of future tribunal claims and liabilities, and maintain an engaged workforce. We've supported a wide variety of SMEs, household brands and PLCs through this process, so you can rest assured that you're in safe and experienced hands, who'll achieve your desired outcome, whilst minimising risk and disruption.

How can we support you?

Our flexible and solutions-focussed approach means that we can tailor our support packages to meet your needs and preferred way of working. We'll always have a thorough conversation at the outset to understand more about you, your business and what a good result looks like for you in the circumstances. This means we can find the most appropriate solution for you, which could be:

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- **A fixed-fee retainer or bundle of advice hours** - helping you keep control of costs and providing flexibility to use our support when you need it throughout the project
 - **Access to our redundancy toolkit** - commercial, compliant and contemporary templates, flowcharts, letters, to support at every stage of the process
 - **Intelligent Employment** - our annual fixed-fee support package, providing unlimited advice, document access and proactive insights, to guide you through the redundancy process and provide comprehensive support beyond

However we support, you'll be safe in the knowledge that your dedicated lawyer will smooth out the process to reach your desired outcome, minimise commercial, legal and reputational risks, and help you on a positive path to move forward from this challenging time.



Project support from AdviserPlus

Many organisations go through a period of change that requires significant HR support. Whether it's a merger or acquisition, business restructure, redundancy, or changes to contractual terms and conditions of employments – they all put pressure on an HR team to provide strategic, people and administrative support.

Instead of recruiting or re-purposing valuable resource to meet your needs, AdviserPlus' team of skilled and experienced HR experts can provide project support to your in-house senior management, HR team and/or line managers when embarking on business change or people change processes.

Support can be provided remotely (telephony based), or on-site, either as an HR representative of your business or to supplement your in-house HR team. We can attend formal meetings as chair or HR rep and/or provide advice and guidance for in-house HR, line managers and employees.



People change processes

Our team of **skilled and experienced HR experts** can support senior management and/or HR with embarking on business change processes. Processes may include restructure, redundancy and varying the contract of employment.

Our experts can provide **full guidance and preparation** with developing your business case, ensuring the best outcome for the business and your people.

High volume administrative support

Our team of professionals can support your in-house team and line managers with people change processes such as restructure, redundancy or changes to contractual T&C's for your employees. Support can be provided on-site or remotely (telephony based) and could include:

- note taking at formal meetings
- issuing, tracking and receiving of HR documents relating to people change
- compliance checking of HR documents.

Outplacement Support

Outplacement services allow individuals to understand and accept redundancy – and the rollercoaster of emotions that they may experience – fully assess the options available to them and move forward with confidence to a bright, progressive future.

It's important to understand that everyone responds differently to change and that their needs and circumstances will vary. Working Transitions take a flexible yet simplified approach to outplacement – offering tailored programmes with personalised support. Just some of the powerful interventions available include:



Leading through Change

Leading and managing through change is often overlooked when thinking about outplacement support. **Appropriate and timely training** – via group workshops or individual coaching – can ensure leaders and managers feel confident to positively influence morale, staff engagement and performance of their team during transition.

Group Workshops

Our fully interactive virtual workshops offer ample opportunity to participate, ask questions and benefit from peer group support. A wide range of topics including job campaigning, social media and networking, CV writing, self-employment and active retirement.

One to One Coaching

Bespoke and tailored to each participant's **individual circumstances**, our fully trained, accredited coaching team are focused on helping individuals to achieve their goals.

PowerMyCareer

Our **market leading** outplacement portal, PowerMyCareer, provides a wealth of tools and resources via mobile, tablet or PC.

E-Learning

A wide range of educational and informative courses, videos and infographics.

A well-structured outplacement programme can quickly deliver benefits to a large number of employees – regardless of geographical location. It may not cost as much as you think – our flexible programmes can be tailored to suit your organisation and start from just £100 per person.

How can we help your organisation?

Who are we

The AdviserPlus Group combines specialist HR expertise with a passion for driving business performance through people. Our 600+ experts share a deep understanding of today's complex HR landscape, delivering advice, insights, analytics and interventions that make a real impact. Practical and innovative solutions include Employment Law advice, HR Consultancy, Career Transition, Coaching Services and Technology Solutions that empower managers and upskill teams to future-proof and positively impact success.

Get in touch with the team to find out how we can support your organisation through this challenging period.

Halborns.

A Times Top 10 boutique employment law firm, with a passion for straight-talking, solutions-focussed advice that won't leave you undecided. We provide practical, proactive and flexible employment law solutions to businesses of every shape and size from regional SMEs, household names, through to global brands.



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+AdviserPlus

Founded in 2001, AdviserPlus are 300 experts who share a passion for HR; helping our clients to ensure their HR policies are applied consistently and confidently by their line managers, enabling their people to focus on creating value for the organisation.



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We support the most important enabler of organisational change - people. Our expertise has continued to develop and evolve from our foundation in 1993. Since then, over 1,000 organisations have achieved their organisational change objectives and around 750,000 individuals have realised their career goals by partnering with us.



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