

Redundancy

What are the signs?

Will it be me and why?

To be frank, it would be very unusual for anyone to say they don't know about the current global economic situation (well maybe if you are the blissful 6 year old who only has to worry about where teddy is hiding); even my teenage children know about it and the effects it can have on family and friends.

So, how do we not see and read the situation in our own work environment - look out for these signs (and they are not exhaustive)

- A.** a political shift in the management
- B.** been moved to 'other' duties'
- C.** been left out of key meetings
- D.** constant talk of low sales and department moves
- E.** constant rumbles about re-structure for the benefit of the majority
- F.** your own 'gut' feeling and this does not mean start to be paranoid to the point of talking yourself into this situation or at least not if you don't want to! AND believe me some people actually do.
- G.** you are not necessarily bad at anything or not wanted - it should have nothing to do with you as a person (and if it does, then that's a whole new ball game and another discussion) and more to do with salary bracket, structure and profits/costs

Why me?

- A.** First thing is be professional in this assessment
- B.** do your best to control the emotions and this will be difficult ; but better in the long run - kicking, screaming and yelling like a spoilt child won't change the situation - reasoned argument and questioning may at least give you sensible answers and allow you to work your way through this mind-field - so step back, take your time , and compose!
- C.** you will go through every emotion from blame, to unfair, to wrong, to anger, to political, to sensible, to fear and doubt, to shame, to guilt, to panic, to acceptance, to enlightenment, to hope, to change, to start all over again and re- do it all and this could be in 5 minutes to 6 months depending on your personality and the environment around you - NONE OF THIS IS WRONG
- D.** accept that there will be a grieving and anger phase - why me? It's not fair phase - this is also on the path to accepting it is what it is and I now have the power to decide what to do next.

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What next?

The big question - if you are lucky, you may get good counselling and even outplacement services from your company - if you are not then it's up to you...so

- A. start your research
- B. find out exactly what you are entitled to and what help there is out there from new learning to new skills to assessing where you want to be now and what you actually want to do
- C. contact and network - do not be ashamed to ask for help - it amazed me how many people will help you with a completely open heart - it also amazed me how you find out who your friends are... really, it can be a shock so be prepared for the good and the bad
- D. be generous to close people who can't quite accept it and just avoid you because they don't know the right thing to say - there is an element of thank God it's not me and what a bad person I am for thinking that or even it's not fair, why them or just plain - don't know what to say, so I better say nothing
- E. get organized both mentally and physically - stay active, get out and meet people, be open with your friends and family and if you do have a bad day or need help, find a buddy that is a good positive influence and DON'T MOAN! Just talk
- F. write a plan of action - who, what, when and work your way through it

The dreaded job centre - OMG....I was advised to go to claim certain benefits and the only benefit I got was to completely confirm my desire to set up my own company...now I don't want to get on my high horse with this and I am sure they do a sterling job BUT if one more person tells me I am sooooo intelligent and overqualified and how lovely it is to be able to talk to someone who can read and write....well what can I say - this is for another time BUT be calm, be patient and polite and take all the info and advice you can and use what is relevant to you.

Once you have all this mountain of information you need to plan the following:

- A. CV review, generic and functional, it will change dependent on the roles you are going for and even if you go solo, then your CV will still be relevant - it is your history and even solo you need a reputation and a history which may convert to your story and your capabilities and expertise
- B. you need a financial plan - regardless of what you decide to do - make the plan and budget - I had never done this in my life because money didn't really light my bells....until this happened - so do it! Do not be ashamed to want to make money or promote yourself - you may need help with this; it's surprising how many people do.
- C. use friends and contacts to test your CV and statements (qualified and honest ones who will give it to you straight - not sweet, supportive friends who don't want to upset you - you need to produce the best not the nicest!)

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- D. find your niche - this is always the sticking point, sometimes it's easy and you are so individual that no-one can compete but in reality that's rare and even if you are good at what you do there will be x number of people who are saying they are better - so ask yourself, what are you really good at? What are you passionate about? And what will make you get up in the morning and stay up all night without been made to!
- E. always be positive and gracious and respectful and if you are having a bad time make sure you have developed a support network that consists of people who get it and you can be open with and ASK FOR HELP.

The future - uncertain and maybe different but definitely there.

Who know's what's round the corner is often said, every cloud has a silver lining, one door closes another one opens.....all wonderful positive affirmations BUT you are still responsible for your destiny no matter what put you where you are now.; so don't fall in to the trap of waiting for everyone else to do it for you or expecting what is due to you or you will be waiting around well past the time the bus has left. Be proactive, you are now responsible regardless of how you got there, it's now up to you.

I am not dismissing how hard it will be or whose fault it is - but you still can't blame anyone else for you not doing something now.

I have helped people through many different changes from grief to depression to just plain change and it's like a grieving process. It's far to say there will be moments of blind panic but usually the best way to allay this is to keep active and that means doing something...anything to get you through - why do you think they made men boil water while their wives gave birth - to keep them busy and active and to feel useful !!! - seems like a good idea to me

Draw on all your experiences and give yourself some think time - you will be surprised how this can help you clarify and I say again - do not be afraid to ask for help but do not expect to have things done for you.

You need to go through the emotion and get to the planning.

There is so much more I could write and tell but I hope this at least is relevant and if it's not then think about the people you know who it may be relevant to and it may help you understand what they are dealing with and how you can support them - so if you have any questions, drop me a line, happy to chat and help where I can.

Remember to read, learn, share, support and never give up - every cloud has a silver lining even though it doesn't feel like it now - it will, if you are prepared to do something about it.

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