

Restructuring & Redundancy: A Quick Guide For NZ Managers

Some Suggested Responses

I can't believe you are doing this to me. I've worked here for such a long time!

I understand how you feel. Unfortunately, the changes are needed as a result of _____ and the decision has been made. You need to focus on the next step from here.

Why are you getting rid of me and not some of the others?

Everyone has had the opportunity to discuss their options. Selection was based on the most appropriate skill fit for the new positions that were available.

I have the same skills as everyone else...why me?

Decisions were based on _____. It had nothing to do with individual performance or personality.

How will I pay my mortgage?

CDL will be able to give you budgeting assistance as part of the coaching support that we have put into place. The severance payment will also assist you.

I'll make you pay for this!

Threatening the company or me will not help. The company has arranged for you to receive job search help and it will be starting _____.

I would like to introduce the CDL coach to you now (if CDL is on site) or you will shortly receive a call from CDL introducing the services that are available to assist you (when CDL is not on site).