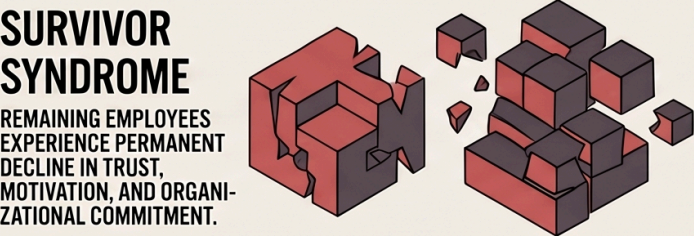
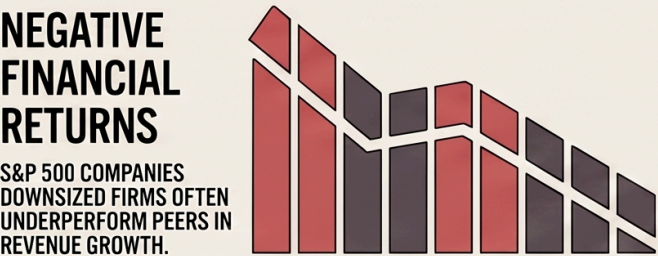


THE REAL COST OF “REDUCTION IN FORCE”

Exposing hidden human and organizational failures of downsizing, providing evidence-based strategies for responsible restructuring.



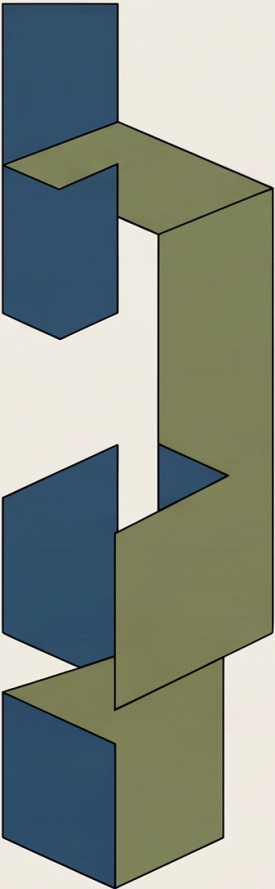
THE HUMAN TOLL
JOB LOSS BANKS AS TOP-TIER LIFE STRESSOR. INCREASING RISKS FOR CARDIOVASCULAR DISEASE AND DEPRESSION.



DOCUMENTED ECONOMIC CONSEQUENCES (LONGITUDINAL IMPACT)

WAGE RECOVERY		REEMPLOYED WORKERS AVERAGE 10-30% LOWER WAGES DECADES LATER.
INNOVATION		ORGANIZATIONS SHOW SIGNIFICANT DROPS IN PATENT QUALITY AND VOLUME POST LAYOFF.
QUALITY CONTROL		MANUFACTURING PLANTS REPORT INCREASED DEFECT RATES FOR UP TO TWO YEARS.

EVIDENCE-BASED RESTRUCTURING



RADICAL TRANSPARENCY



PROCEDURAL JUSTICE



STRATEGIC ALTERNATIVES

