

# A New Beginning

## *Managing Change, Streamlining Operations*

Downsizing is never easy. The right partner can help you make the best decisions at every turn should business circumstances require it. So you can move quickly through and beyond the current situation with minimal impact on productivity, employee morale and future opportunities.

Clarigen specialises in Downsizing Management, delivering a cost-effective and highly efficient service – from legislative and media framework, to stakeholder relations, timeline design, severance package and communication strategy.

Our experienced consultants will work with you to develop a comprehensive best practice programme. We're able to administer the entire process for you or set you up to implement it yourself. Either way we will coach, advise and support you to ensure all parties retain their dignity, self-esteem and hopefulness; as well as provide all the tools, processes and techniques to ensure your organisation is fully compliant and stays focused on future growth.

### Working With You... All The Way

You're faced with critical decisions about which employees you'll retain and which you'll let go, how and when you'll communicate the news, the amount of severance pay you'll offer and which individuals you'll involve in this highly sensitive process.

Clarigen will partner with you to establish the facts and make key decisions in light of the legal framework. Together, we will develop:

- A well organised, professional programme to meet your organisational objectives
- A best practice matrix that facilitates consistent and accurate selection decisions
- A communication plan that informs all stakeholders in an appropriate and timely manner
- A post-downsizing wrap up / review and advice on handling the aftermath
- Recommendations for the future that keeps remaining staff fully engaged and optimistic.



**Schedule an initial consultation today!**

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Clarigen’s skill and experience means that we understand intimately the issues you face and are continuously evolving our service to help you respond to the ever-changing demands of the market.

*Powerful Benefits you secure with Clarigen*

- Receive expert advice on the legislative framework and fair redundancy dismissal procedure to ensure implementation of best practice and compliance
- Explore advantages and disadvantages of diverse options (voluntary redundancy, compulsory redundancy, early retirement, lay-off and short-time working) before selecting the best course of action
- Access benchmarking data including industry norms and precedents
- Get expert advice on severance package design and calculation
- Take direction to assist in the development of a comprehensive communication plan to inform all stakeholders in the most sensitive manner (who, what, why, when and where)
- Avail of relevant templates and customised documentation
- Gain programme advice, implementation plans and ongoing support.

*Strength of partnership... with Clarigen*

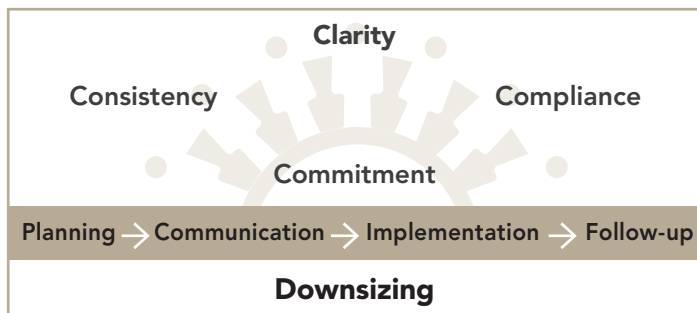
When you have a well planned and professionally implemented programme, you define your organisation as a responsible and strategic employer. This inevitably influences productivity, morale and profitability. To you, downsizing may be one of the most stressful decisions you’ve ever made. To Clarigen, it’s your new beginning. Contact Clarigen today to discuss your circumstances, evaluate your options and learn more about the many ways we can support your business goals.

*Supporting you... All the way*

We will help you to not only do the right things but also to do things right. The way in which companies approach the issue of downsizing has a real and tangible effect on the morale of employees, both those leaving and those remaining with the company.

We provide the specialised advice you need to ensure your company is protected from the risk of litigation.

Furthermore, Clarigen’s outplacement recommendations deliver compassionate support and guidance to impacted employees.



**About Clarigen - Where Your Business Begins.**

Before you recruit. Before you restructure. Before you implement your next business innovation, Clarigen would like to support your company with best practice Human Resource Management. The Clarigen solution is the underlying HR foundation supporting many of Ireland’s leading small to mid-sized businesses throughout Ireland and beyond. Our customised HR offer blends software and services to help you strengthen employment relations, automate processes, stay compliant and operate more efficiently and effectively. Clarigen’s comprehensive HR services provide the framework every business needs to control costs, gain HR expertise & technology and ensure legal compliance.