


Workforce Restructuring: A guide to Navigating Layoffs, Furloughs & Legal Obligations

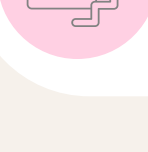
Workforce restructuring, often involving layoffs or furloughs, can be a daunting task for organizations and their HR departments. This newsletter aims to provide HR professionals with valuable insights, actionable steps, and strategies to navigate these challenging times while minimizing employee disruption and ensuring legal compliance.

[Watch now](#)
 Shreya Kalekar
2000 followers

 Kirti Poddar
28000 followers

Understanding the Basics

Layoffs vs. Furloughs



Clearly define the differences between layoffs and furloughs, including their legal implications and potential impact on employee benefits.



Legal Obligations

Discuss essential labor laws and regulations that must be adhered to during workforce restructuring, such as notice periods, severance pay, and discrimination protections.

Planning and Execution



Strategic Planning

Outline key steps for developing a comprehensive restructuring plan, including identifying the need for workforce reduction, assessing the impact on business operations, and determining the criteria for selecting employees to be affected.



Communication Strategies

Explore effective communication strategies for informing employees about the restructuring, addressing concerns, and maintaining morale.



Outplacement Services

Discuss the importance of providing outplacement services to affected employees, including career counseling, job search assistance, and resume writing support.

Measuring Success



Key Performance Indicators (KPIs)

Identify relevant KPIs to measure the effectiveness of the restructuring initiative, such as cost savings, improved productivity, and employee satisfaction.



Post Restructuring Evaluation

Outline steps for conducting a thorough evaluation of the restructuring process, including identifying lessons learned and areas for improvement.

Managing Employee Experience

01

Empathy & Support

Emphasize the importance of providing emotional support and empathy to affected employees during this difficult time.

02

Transition Planning

Explore strategies for helping employees navigate the transition to new roles or job searches.

03

Employee Assistance Programs (EAPs)

Discuss the role of EAPs in offering counseling and support services to employees dealing with stress and anxiety.

3x Faster Hiring with Proven Strategies

Discover how top tech companies have accelerated their hiring process by 45%, reduced time-to-fill by 30 days, and increased quality of hires by 25%

[Schedule a call](#)

Quotes by the Speakers

“

Successful restructuring involves a holistic approach that takes into account organizational transformation, technological innovation, and market dynamics. It's not just about reducing costs but about creating a more resilient and adaptable organization.

~ SSUNAINA VIJ

“

The future of work is being defined by technology. From increased efficiency to new skill requirements, it's a landscape of both opportunities and challenges.

~ KIRTI PODDAR

“

While technology can streamline processes and improve efficiency, it's essential to remember that employees are not just data points. Maintaining a strong human connection fosters a positive work environment and contributes to overall well-being.

~ SHREYA KALEKAR

Meet our Speakers

Ssunaina Vij

Ssunaina is a linguist and Global Inclusion strategist, founder of The Bridge, a workforce diversity management company. She specializes in global leadership development and holds a Master's in French literature. A certified Cultural Intelligence facilitator and DEI professional, she was named a Top 10 Women L&D Consultant by Women Entrepreneur India Magazine in 2021. Currently pursuing an Executive MBA from ISB, she lives in Mumbai.



Kirti Poddar

Everyone has an opinion about dreams, but only yours matters. My journey began with a dream to bring change to human lives. As the Head of HR at Mintifi, a fintech company, I focus on talent acquisition, change management, and coaching. Certified by Gartner on OPQ3 and as a coach by the NeuroLeadership Institute, I am passionate about helping others discover their strengths and achieve their goals.




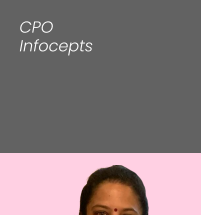
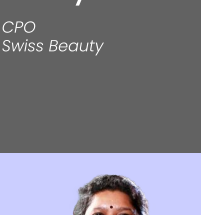


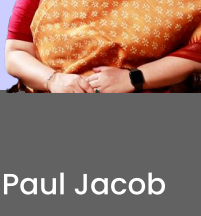
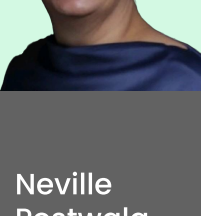







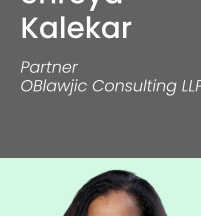
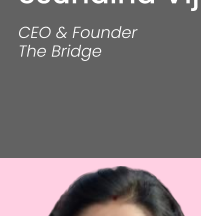
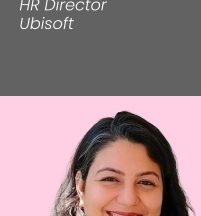
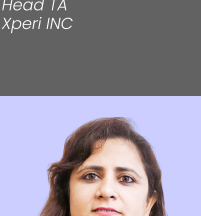


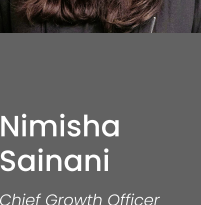








Shreya Kalekar

Shreya specializes in preventing workplace sexual harassment, employment and labor laws, and organizational behavior consulting. She advises companies on workforce structuring, employee transitions, benefits integration, and compliance. Her expertise includes disciplinary proceedings, downsizing, HR audits, and employment contracts.



Wall of FAME

	Arushi Arora Kathal CTO & CPO, Ooms Polymer Modified Bhumen Pvt. Ltd.		Darshana B CEO/CHRO Asian Star Company Ltd.		Ipshita Kajla Ex-Head HR UpGrad Abroad
	Smrita Dubey CPO Infocepts		Timsy Kohli CPO Swiss Beauty		Rakhi Sinha VP - Human Resource Calsoft
	Tanushri Nair Ex - Head HR Sage Publications Ltd.		Shailaja Iyer EVP, Global CHRO Incedo Inc.		Gauri Wagenaar VP Corporate Affairs Gateway Group of Companies
	Manjeet Walia Head TA Harbinger Group		Paul Jacob Sr. Director Talent/ HR Analytics Happiest Minds Technologies		Neville Postwala VP - Talent Management Harbinger Group
	Lata Chemudupati Head People & Culture Netconnect Pvt. Ltd.		Varun Gautam Head TA Persistent Systems		Uday Ghare Co-founder & President Entertainment Technologies
	Jayanti Phadke Head HR - India Subcontinent Toll Group		Rahul Bagale CHRO Force Motors Ltd.		Manjiri Patel Shinde VP & Global HR Cloud Maya
	Shreya Kalekar Partner Oblaviv Consulting LLP		Ssunaina Vij CEO & Founder The Bridge		Abhijit Puri Senior Director ITI Mindtree
	Kaushiki Shrivastava HR Director Ubisoft		Urvashi Verma Head TA Xperi INC		Puja Kapur Head HR OLX Group
	Dipshi Kundal Head DEI Thoughtworks		Kirti Poddar Head of HR Mintifi Finserv Pvt. Ltd.		Megha Gupta Head of HR C2FO
	Nimisha Sainani Chief Growth Officer Savart		Pooja Bangad Co-Founder Shework.in		