How to support yourself & your team through a layoff

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Community is Essential

Address Immediate Concerns

Emotional concerns will be part of the immediate/early role of management

Prepare to address questions:

- How was the selection made?
- Will there be another round?
- How much financial runway does the company have left?
- …

Set the stage for the future

Managing principles for changes in scale

Reactive/Multi-tasking teams decreases by <u>as much as **40%**</u>.

Reduce the time your team spends in reactive mode:

1. **Identify** what the team is spending their time on… Main project, side projects, asks that they are fulfilled because someone stop by…
2. **Prioritize** and Time box
3. **Plan/Communicate** for the Future (Short, Medium, Long term)

Layoffs put teams into the **<u>Forming stage</u>** <u>of Tuckman's Group Development Model</u>

Growing

Downsizing

Thank you!
Q&A

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References

How to Weather the Storm of Tech Layoffs by Managing to Scale - Kendra Curtis - 2023

Tuckman's Group Development Model Wikipedia, 2023

How (and Why) to Stop Multitasking - Peter Bregman, Harvard Business Review, 2010