

Tips for managers on how to build morale following a layoff

Break the silence

Be visible, approachable and available. Outline your expectations, and describe the role that others play in meeting those expectations. Keep people posted on what is happening.

Be realistic

Help people come to grips with reality.

Recognize a good job and hard work

Communicate your appreciation.

Set the example

Work at being positive, and commit to a vision.

Face and embrace change

If the organization is to survive and grow, it must change.

Don't placate, pamper and protect

Don't tolerate or condone a victim mentality. Develop and communicate a success plan.

Build and utilize a strong leadership team

Rebuild around your best employees.

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