

maintaining productivity after retrenchments

Keeping spirits up after a painful round of retrenchments is a vital part of HR's recovery efforts. *David Wee*, Managing Director of Lee Hecht Harrison Singapore, shares some of the best strategies



David Wee
Managing Director,
Lee Hecht Harrison
Singapore

Is your company one that has taken the last resort of downsizing team members? If so, how are you, as an HR professional, managing those remaining in the company's workforce? More often than not, the morale of these team members is affected long after the retrenchment dust has settled. If not identified and handled in an appropriate way, low morale can easily lead to a dangerous drop in productivity.

You're probably aware that happy employees create a pleasant work environment, but did you know that happy workers also save businesses money? Happier employees are more productive, less likely to take unnecessary sick leave, and more likely to remain loyal to their company. Training new employees is more expensive than investing in the people who already work for you.

So, what can your business do to create – and maintain – a work environment that brings out the best in your people? Lee Hecht Harrison offers some practical suggestions that you can start using now.

Set the right tone

As a manager, your attitude rubs off on those who work for you, so it's important to begin and end each day on a positive note. There's no need to go overboard, but compliments, enthusiastic greetings and appropriate small talk can help keep employees engaged.

Be a good communicator

Stay in tune with your employees by scheduling regular meetings where they can provide feedback and ideas. By giving employees a voice on company and industry issues, you

demonstrate that their input matters both to you and to the organisation.

It's also important to remember that this is a two-way street. Most employees can sense when a manager is being insincere and offering general feedback rather than commenting on specific accomplishments. Try to be timely in your recognition; waiting too long to praise an employee does little to encourage them to repeat their actions. Above all, remember to praise in public, reprimand in private.

Invest in employee success

Help your team stay at the top of their game by providing ample opportunities for training – The benefits of ensuring continued education are two-fold: first, employees are better able to represent you and your business; and second, learning new skills keeps employees interested and engaged in their work.

Who says you can't have fun at the office?

Crank up the tunes on a Wednesday afternoon. Or, break up the day with a short screening of an inspirational video clip. Try encouraging your team them to talk about their out-of-work interests. This helps build friendships and teamwork.

Encourage work / life balance

Whatever you do to boost morale, be sure to set a clear example by maintaining a healthy work / life balance yourself. If your team sees you taking good care of yourself, they'll be more likely to follow suit – and that's a great way to keep morale high.

Try these suggestions and you'll hopefully improve the bottom line by improving employee morale.

+ About Lee Hecht Harrison

Lee Hecht Harrison offers talent management solutions throughout the entire employee life cycle to help companies and individuals maximise performance and achieve success. For more information, please visit lhh.com.sg.