



Healing the Downsized Organization: What Every Employee Needs to Know About Today's New Workplace

Delorese Ambrose

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Healing the Downsized Organization is for managers and employees who must make sense of dramatically changed workplaces after reengineering, restructuring, or downsizing. Here are "best practices" from those who are successfully reinventing their organizations and re-creating healthy workplaces. Documented examples from executives, managers, and employees who have bounced back from this challenge reveal how they minimized pain during downsizing and discovered promising possibilities for changed employer-employee relationships.

Dramatic profiles of four organizations--representing manufacturing, media journalism, education, and health care--provide lessons you can practice today, whether downsizing is unfolding now or whether it looms in the future. From interviews with CEOs, managers, and employees, you will understand how individuals at all levels have handled the tension between personal and organizational goals, managed the human struggles, and achieved victories as they cut costs and redeployed resources to face competition or changing market conditions.

You will learn how these companies and individuals coped with downsizing, including:

- how "survivors" regained momentum, focus, and job satisfaction after downsizing
- what kinds of company-employee interactions allowed trust to be rebuilt
- how managers succeeded in balancing the concerns of those who left and those who stayed
- ways to be an effective leader in the transitional period
- approaches to forge a new employer-employee social contract for the emerging workplace

Healing the Downsized Organization is the recovery book for the downsizing of America.

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Corey Gardner:

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Deanna Christianson:

The ability that you get from Healing the Downsized Organization: What Every Employee Needs to Know About Today's New Workplace could be the more deep you rooting the information that hide within the words the more you get enthusiastic about reading it. It does not mean that this book is hard to comprehend but Healing the Downsized Organization: What Every Employee Needs to Know About Today's New Workplace giving you thrill feeling of reading. The author conveys their point in certain way that can be understood through anyone who read that because the author of this book is well-known enough. That book also makes your personal vocabulary increase well. It is therefore easy to understand then can go together with you, both in printed or e-book style are available. We advise you for having this Healing the Downsized Organization: What Every Employee Needs to Know About Today's New Workplace instantly.

Mark Blanding:

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Nadine Taylor:

A lot of people always spent their own free time to vacation as well as go to the outside with them family members or their friend. Were you aware? Many a lot of people spent they will free time just watching TV, as well as playing video games all day long. In order to try to find a new activity that is look different you can read a new book. It is really fun to suit your needs. If you enjoy the book that you read you can spent all day long to reading a reserve. The book Healing the Downsized Organization: What Every Employee Needs to Know About Today's New Workplace it is very good to read. There are a lot of people who recommended this book. We were holding enjoying reading this book. In the event you did not have enough space bringing

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