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Managing employees through Change

ActifHR: The 3 Rs

- **Recruit**
 - Induction, reviews, contract docs, policies, contractors
- **Retain**
 - Performance, absence,
 - Investigation, disciplinary, grievance, appraisals, engagement
- **Release**
 - Exit negotiations, appeals, redundancy

Introduction

- Change can come in many forms:
 - * TUPE
 - * Reorganisation
 - * Scaling up
 - * Redundancy
 - * New projects
 - * New customers
 - * New management
 - * Responsibilities
- 7 Step Process
- HR and Employment Law Considerations



7 Step process of change



- Put people first
- Work to a plan
- Empower employees through good communication
- Have good leadership
- Make change exciting
- Pay attention to the high and low points
- Don't ignore resistance to change

Other things to bear in mind

- TUPE regulations – what to be aware of
- Employment terms and conditions
- Variations of JDs / job roles
- Neurodiversity



How we
can help

**Outsourced HR and Employment
law advice service to business**

ActifHR: where people matter

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