

Chapter 1 : Workforce Reductions and Downsizing | LegalMatch Law Library

Library leaders tell staff that restructuring will require smaller workforce.

As with everything in business, restructures can be done well and they can be done poorly. Here are seven principles to help you avoid unnecessary complications. Even as the economic outlook appears to brighten, the fact remains that many organisations can no longer operate as they had been. A key feature of this changing landscape is the need for organisations to restructure. Here are seven broad restructuring principles to help make any restructure a successful one.

Align structure to strategy All restructures must align to strategy. This may seem self-evident, yet a significant number of organisations fail to do so. For example, if local conditions are a predominant factor, then stress local sales and marketing functions rather than a centralised behemoth that then tries to matrix with local elements.

Reduce complexity Simply put, complexity costs. Whether it is a complex organisational structure, a complex product offering or complex transactional processes, the added cost of complexity can be a drag on performance. To mitigate complexity, there are three considerations that help with organisational design: Design structure for strategy before you design for specific personnel. Organisational redesigns which are a compromise between strategic intent and line management preferences inevitably add complexity. So, while internal political intrigue is unavoidable, at least start with a clean and clear design that matches to strategy. Avoid making leadership roles too complex see principle 5. Minimise the use of matrices. They introduce measurement overhead and a lack of clear direction to the staff. Focus on core activity Remove noise inefficiency in processes and enhance core before restructuring roles. This means that you will need to know what people are doing today by obtaining a detailed understanding of tasks by role. This ensures that no value-added activities are thrown out when removing a role. Similarly, duplication and redundant activity can be removed at the time of the restructure. When restructuring to reduce headcount, make sure you understand the current workload of employees. This will help to ensure you design roles that are neither too heavily laden nor indeed too light. Furthermore, role design must take into account realistic groupings of skills. Packing a role with too many distinct skill-sets reduces the pool of durable candidates. Often, the inability of managers to focus on leadership tasks due to increased output requirements can create significant problems for an organisation. For example, time spent mentoring and coaching staff drops off, staff become disengaged, more issues arise due to staff errors and managers end up spending more time resolving them. The number of staff directly managed or supervised. Staff ability to perform work without supervision.

Implement with clarity Often there is confusion in the first weeks and months after an initial restructure. After all, who is supposed to be responsible for what? The answer is to clarify roles and responsibilities from the beginning, identify all functions activities, tasks and decisions that have to be accomplished for effective operation, clarify who should be involved and be specific about accountability. Maintain flexibility Finally, it is important not to cut your resources too fine. If the organisational change is material, you will need resource flexibility in the first few months. So even as you strive to operate more efficiently, be sure to give yourself some wriggle room in your staffing. Flexibility applies not only to staff members, but to staff capability. Leave yourself and your leadership team some room to respond to capability gaps in the new structure. Common ways to do this include: The Group was established in , and has refined its methods in over assignments. Want to become a more persuasive presenter? Want to master social media? Is it time to overhaul your website? Unlock the library to get free access to free cheat sheets and business tools. Click here for free business tools.

Chapter 2 : The 7 principles of a successful restructure -

The issue of workforce planning is becoming increasingly pertinent across the Australian library and information industry. This is particularly true in the state of Tasmania, which, with a small population and markedly ageing workforce, is likely to be especially impacted by the effects of generational change and staff retention and recruitment in the near future.

Chapter 3 : Leaked library restructuring fuels staff concern - Honi Soit

The Workforce Restructuring website provides resources, information, and guidance on various aspects of restructuring for agency management, human resources offices, and employees.

Chapter 4 : How To Make Restructuring Work for Your Company

Workforce reorganization is defined as a restructuring of a university function based on careful analysis of the workforce needs and financial resources. Reorganizations are done in response to reductions in work, the need to improve efficiencies, and to address budget reductions.

Chapter 5 : Under Armour to slash global workforce by 3% | Retail Dive

Dive Brief: Achaogen will eliminate 80 positions, or about 28% of the entire company, in a restructuring plan announced Thursday that will shift the company's focus away from early-stage research.

Chapter 6 : Workforce Reorganization - P&S | Policy Library

The Harvard University Library system will seek to reduce the size of its approximately person workforce as part of the ongoing restructuring of the world's largest academic library.

Chapter 7 : Research Library Issues, no. (Oct.): 21st-Century Research Library Workforce

to strategies for recruitment, retention, and the potential for restructuring of library education and the library workforce. Recruitment to the profession will require the active participation of professional associations.

Chapter 8 : Achaogen sees multiple C-suite exits, cuts 28% of workforce | BioPharma Dive

Each covered agency should: provide summary information on its workforce analysis to the agency's OMB representative no later than June 29, ; and develop a restructuring plan as part of its FY budget submission and annual performance plan.

Chapter 9 : Applied Materials Announces Workforce Restructuring | Applied Materials

The restructuring plan includes a 14% reduction in PGI's global workforce and will result in a fourth quarter charge of less than \$ million. Company chairman and CEO Jerry Zucker called the plan an important step in positioning PGI to return to growth and profitability in coming quarters.