



# Reductions-in-Force: EAP Resources Available to Supervisors

Implementing organizational change is never an easy task, especially when it involves a reduction-in-force. Notifying employees that they are losing their jobs is one of the most difficult experiences for managers and supervisors. Following the RIF, managers and supervisors must also deal with the residual impact on remaining employees and themselves.

Deer Oaks, your Employee Assistance Program, can help you through this difficult transition process both organizationally and individually. Deer Oaks offers the following support services:

- Telephonic Management Consultations to assist managers/supervisors with managing the emotional aspect of transition
- Have a counselor on-site during the RIF to speak with employees, coach supervisors/managers, and provide debriefings for affected work groups
- Help management deal with the emotional stress of notifying employees of job loss. This can be provided through management consultations or individual counseling
- Provide individual and family counseling services to employees and managers/supervisors who remain on the job to emotionally re-engage with the organization
- Offer post-reduction debriefing with supervisors/managers and employees
- Stress management resources
- Other transitional services to be assessed based on each agency/department's needs



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