

Redundancy & Career Transition

Support to:
Reset, Refocus & Rebuild
with Confidence



**BACKED BY NEUROSCIENCE.
DESIGNED FOR REAL-LIFE.
PRACTICAL HELP TO MOVE FORWARD.**



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Hello, I'm your coach

Neeve Guinnane - 'Be' Coaching Solutions

In 2019, I experienced redundancy unexpectedly, the process felt brutal & disrespectful at first.

Now I can say that it is one of the best things that ever happened to me from a career prespective

Coaching up to VP level for more than 20+ years - my coaching focuses on Leaders (especially women in business), Change, Redundancy Support, Resilience, Career transition, Life and Manifesting.

My Approach

Role redundancy, being laid off, restructures - they are all part of business. I fundamentally believe tough conversations can happen AND it can be done with compassion, and that everyone should be treated with respect through the process.

I offer practical, actionable coaching to help you navigate what can be one of the most stressful experiences we go through as an employee.

A bespoke coaching experience, tailored to each individual's unique needs, using powerful questions and neuroscience whole-system focused coaching helps you move through this process and come out the other side - confident, having clarity and looking forward to the future.



This is my passion and creating an environment of safety, trust and inclusion is one of the most important things for me with all of my clients.

From that place - transformation becomes not only possible but inevitable

Neeve Guinnane

Redundancy can be a difficult experience can can bring uncertainty, stress, and overwhelm.

Whether the decision was made for you, or you're choosing a new direction, this eBook supports you through the emotional and practical realities of redundancy, layoffs, or career transition.

With empathy, clear tools, and a simple roadmap, it helps you not just cope, but move through this period with strength and intention.

Give yourself permission to pause, reflect, and focus on what comes next for you.



The Change Curve - What is that?

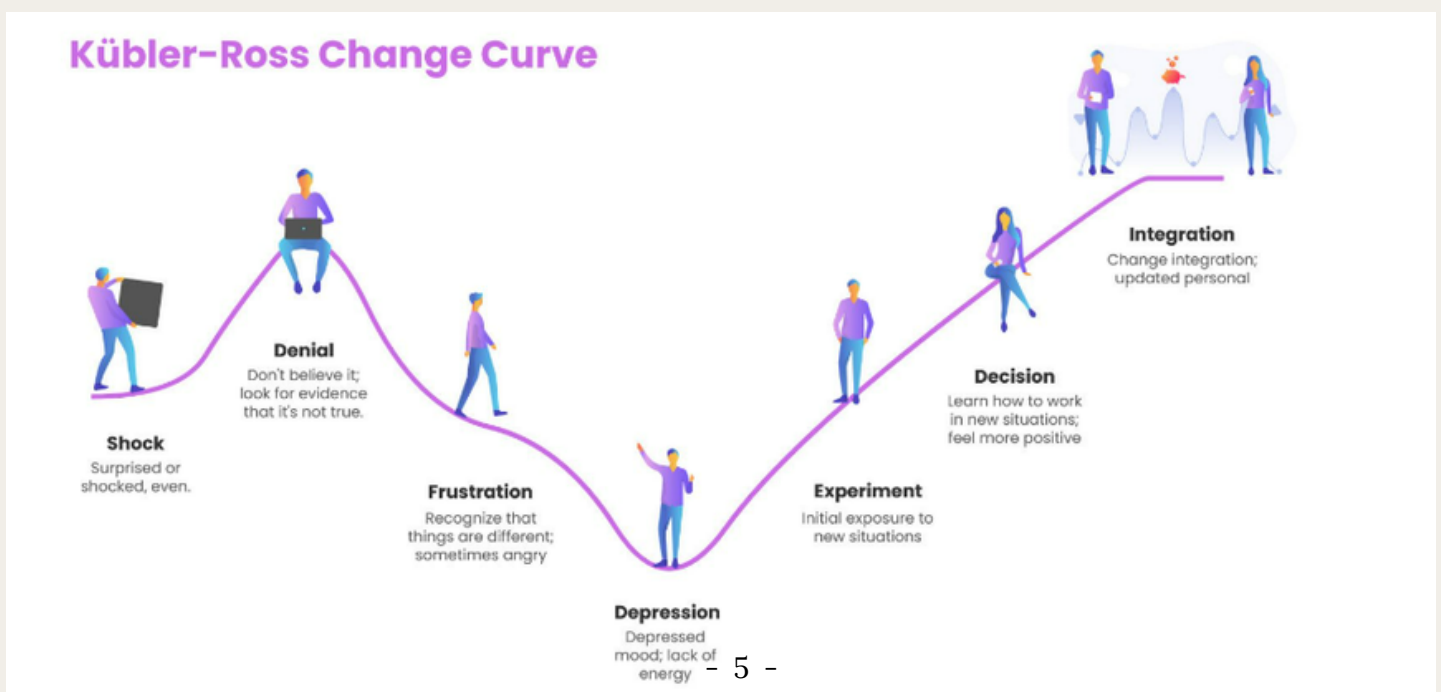
Redundancy is more than just losing a job; it can affect your emotions, mindset, & sense of self-worth.

Many experience a range of emotions, often referred to as 'the change curve' (Kübler Ross 1969.)

- **Shock:** This is often the first reaction, difficulty believing it.
- **Anger:** Feelings of unfairness, frustration, betrayal.
- **Grief:** Mourning the loss of stability, friendships, and your role.
- **Acceptance:** The final stage, where you begin to look forward and consider new possibilities.

Your emotions may fluctuate like a pendulum depending on the situation, the day, the conversation. This is natural.

The key is to not get stuck in any one phase



Emotional Support During Transition

It is normal to feel a sense of loss.

One of the key ways to move through this effectively is to recognise that your emotional well-being is just as important as your career and to effectively manage your emotions during this transition:

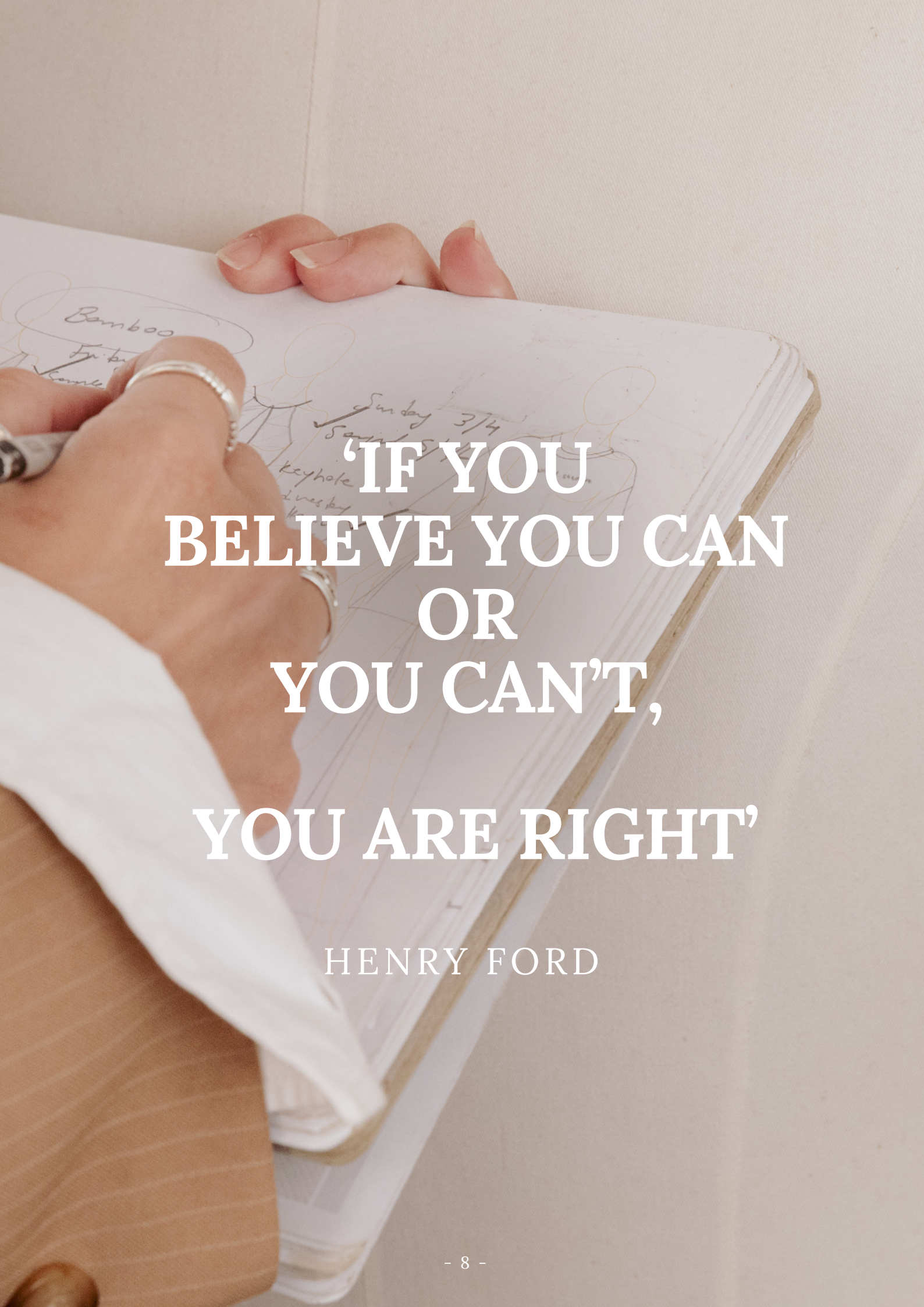
Name the Emotion & Acknowledge your Feelings: It's okay to feel sad, anxious, or even angry. These emotions are valid and part of the healing process.

Connect with Support: Reach out to family, friends, a mentor or even a coach. Talking about how you are feeling can relieve some of the pressure & help you get some clarity around your best next step.

Focus on Self-Care: Simple self-care activities like walking, journaling, or meditating, crying - all can help clear your mind & bring a greater sense of focus & clarity.

Reframe Your Thoughts: This takes work. Get curious - This might be a chance to explore what else might be possible for you, take time out or consider doing something you love, a new opportunity, a new beginning.





**'IF YOU
BELIEVE YOU CAN
OR
YOU CAN'T,
YOU ARE RIGHT'**

HENRY FORD

Don't Rush into Action:

You might be tempted to do so but this is an important time to pause and consider where you are on the change curve.

Explore the facts, all necessary and relevant dates

Get a clear picture of what is happening and when.

- What are the key dates?
- Is your last day in the office the same as your official last day? (it might be different)
- Do you have to work your notice period or will they pay you during this time?
- Are you getting a redundancy payment?
- Is there a consultation phase? (only relevant in some countries)
- Is there an opportunity to be considered for another role?
- Are there suitable alternative positions on offer? (a role of similar status and compensation)

Connect:

Connect with others you know, or know of – who have also been through similar circumstances. It is good to talk to someone who has already experienced it and come out the other side.

Seek Alternative Advice:

If the approach feels unfair, you don't understand it or you need these questions answered – start with the HR Department.

If this is not a viable option, seek legal advice – the citizens advice bureau or an EAP (Employee Assistance Programme) for example

While the emotional journey can be tough, it's essential to take practical steps to keep moving forward.

Here's a simple action plan:

Assess Your Finances:

Understand your financial situation. Create a clear budget for your immediate financial commitments. There is free financial advice & planning from many different sources.

Explore career options:

Consider not jumping into the role immediately. Take time to reflect, if your circumstances allow for that.

This is an opportunity to consider a pivot, something new, or completely different, to study, take some time off, follow a passion

Update Your CV:

Refresh your CV with recent achievements, skills, & experiences, consider whether you should be on LinkedIn (if you're not already, & update your LinkedIn Profile.

Think about what job sites might best suit the type of role you would like to move into, start researching.

Network:

Reach out to your professional & personal network. Research & attend relevant events live & virtual, join LinkedIn groups, and let people know you're looking for opportunities.

Free/Low Cost Personal & Professional Development:

A great way to constructively use this time is to upskill, learn something new or refresh what you already have.

Take a moment to reflect on your journey and the possibilities ahead. Answering these questions can provide clarity and help you take confident steps toward your future.

Take a notebook and capture the answers to the following:

- What strengths have helped you succeed so far?
- What values are most important to you, and what do you need to do to align your next job with those values?
- How do you want to feel about your work moving forward?
- What is the impact you want to make in your next role?
- What do you need (non negotiable vs what do I want (like to have but some compromise) from my next role?



Action Plan for Moving Forward

Use this simple action plan to start building momentum, avoid overwhelm & stay motivated.

Trying to solve for everything at once can feel overwhelming. When you review the big picture as in step 1 - consider what is the best next step to take - move forward slowly but intentionally.

Set a schedule and routine for yourself to keep motivated with regular breaks and fun things built in, things you enjoy doing.

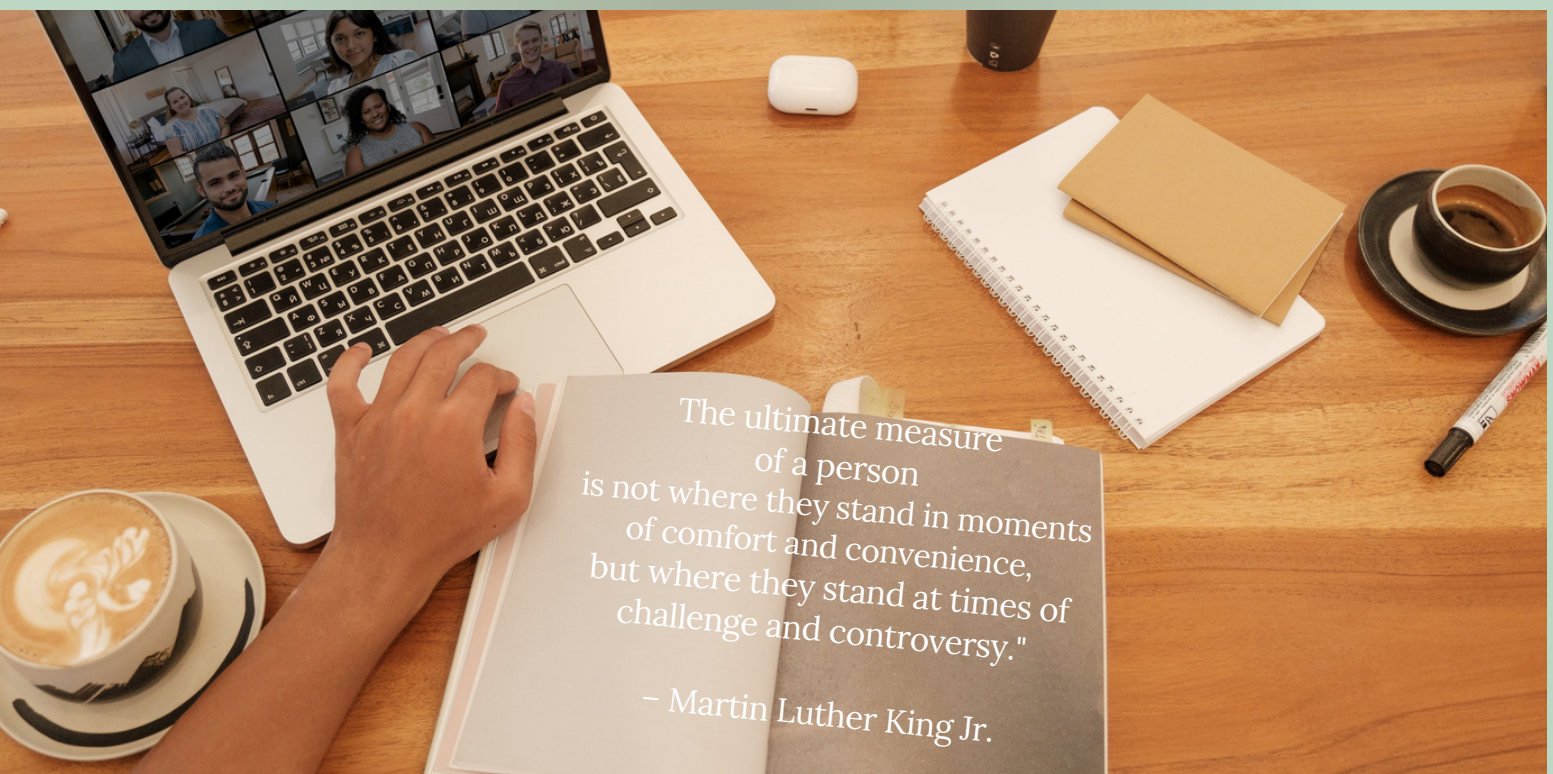
Take it one day at a time.

5 Steps to Help Keep You Moving Forward



Redundancy Does Not Define Your Worth

- Remember, redundancy doesn't define you. It's just a stepping stone on your journey.
- Embrace the possibilities and stay open to new opportunities.
- Move through the change curve, don't get stuck there.
- Manage your mindset, focus what you can control
- It's your time to redefine what success looks like - for you, & I'm here to support you every step of the way.



SERVICES:



Contact me Neeve on:

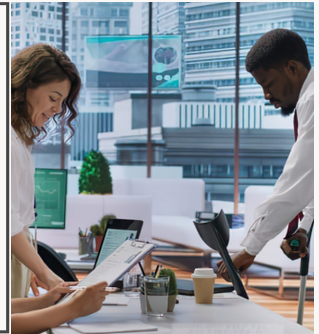
E-mail: Neeve@becoachingsolutions.com

Website: becoachingsolutions.com

Phone: +353 872373902

4 weeks redundancy support
Programme

On-line



1 - 1 Coaching - Navigating Redundancy
Move from Fear to Thrive

In Person - On- Line



Outplacement Services:
Coaching
Strengths/Passion,
CV/Linkedin Profile
Interview Prep



Team Coaching
'Survival Guilt'
Supporting team back to high performance
following
restructure / redundancies

