

Leading After Layoffs

Your 5-step action plan for taking over a team after a major workforce shift.

01



Set a baseline to know where to begin

Reach out to the team to understand their current mood, workload, and challenges before taking the next step.

02



Create an organizational chart

Clarify roles, responsibilities, and reporting lines to reduce confusion and build structure.

03



Establish psychological safety

Ensure team members feel safe to speak up, share concerns, and ask questions.

04



Spend more time with the team

Be visible, present, and approachable—build trust by getting to know people personally and professionally.

05



Get the team together quickly

Bring the group together early to reset, align, and rebuild a sense of unity and shared purpose.