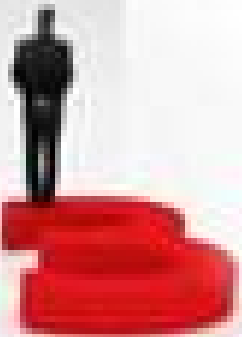


## LESSONS TO BE LEARNED.....

### KEYS TO SUCCESSFUL DOWNSIZING:

- Planning, formulation and communication of a proper downsizing strategy.
- support of senior leaders and their active involvement
  - incentive and compensation planning
  - effective monitoring systems
  - encouraging employee participation
- continuous motivation to boost employee morale



# Effective Downsizing A Compendium Of Lessons Learned For Government Organizations

**H Kauffman**



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