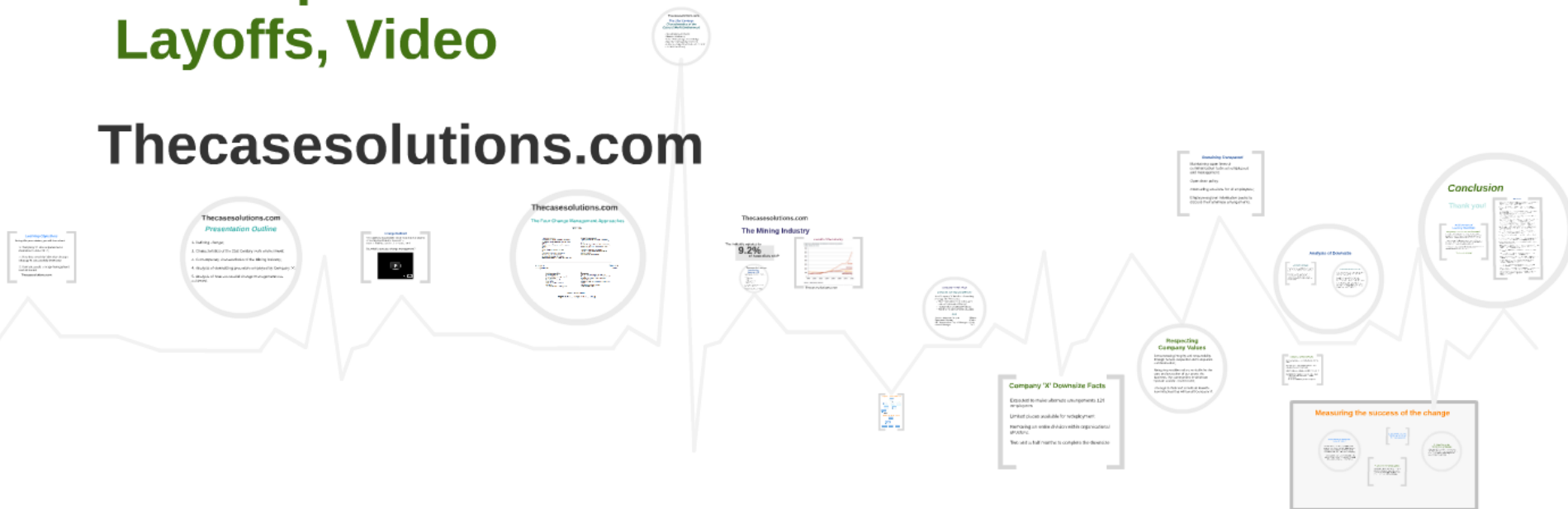




The Impact of Layoffs, Video

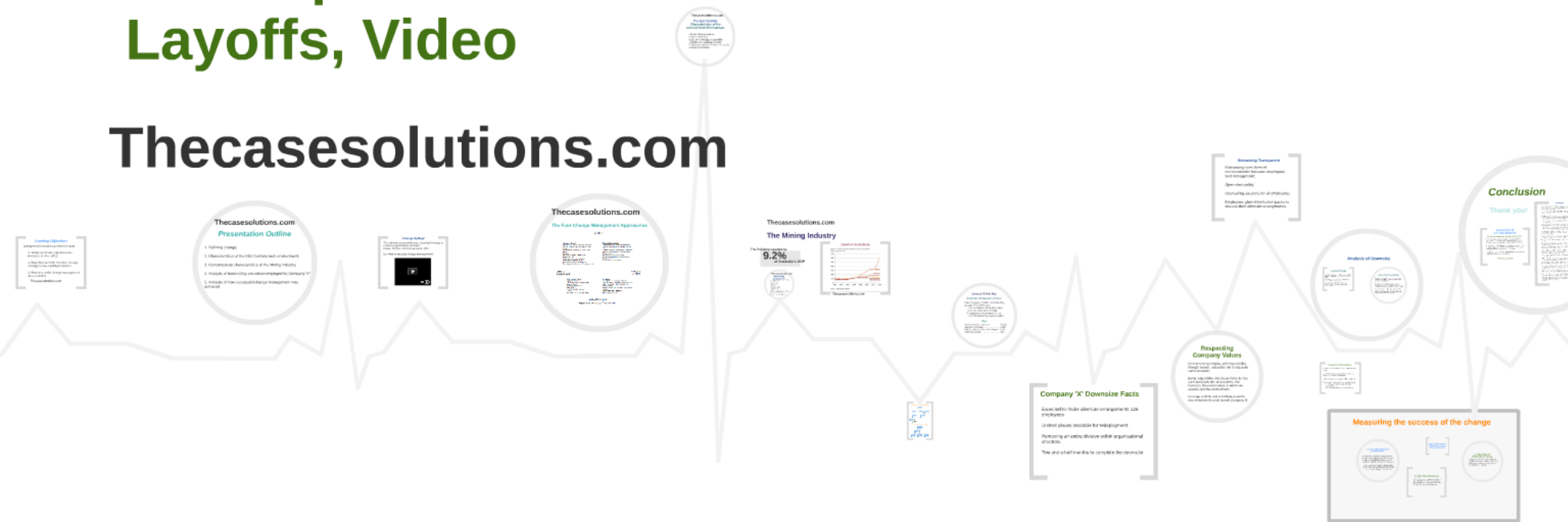
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The Impact of Layoffs, Video

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Learning Objectives

During this presentation, you will learn about:

1. Company 'X' who experienced a downsize in June 2012;
2. How they used the 'directive' change strategy to successfully downsize;
3. How successful change management was achieved.

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Presentation Outline

1. Defining change;
2. Characteristics of the 21st Century work environment;
3. Contemporary characteristics of the Mining Industry;
4. Analysis of downsizing procedure employed by Company 'X';
5. Analysis of how successful change management was achieved.

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The Four Change Management Approaches

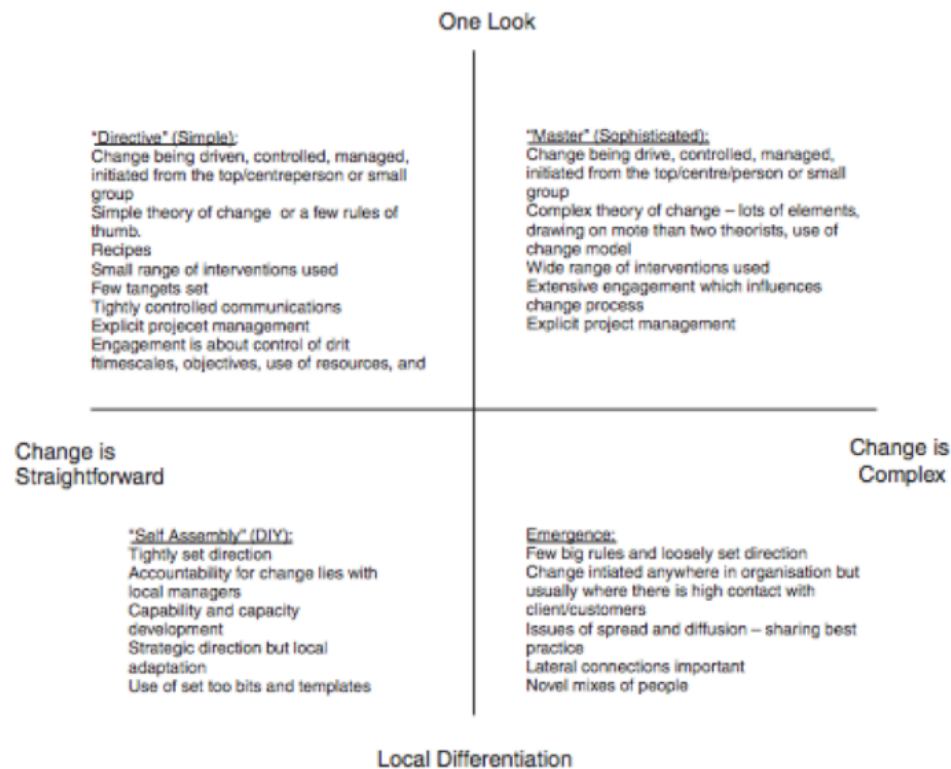


Figure 5. RFLC change. TMRFLC (2003)

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***The 21st Century:
Characteristics of the
Current Work Environment***

- Global Interdependence;
- Diverse Workforce;
- Ease of Knowledge Accessibility;
- Rapidity of Knowledge Transfer;
- Employees Agents of their own Capital;
- Greater Uncertainty.

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The Mining Industry

The industry equates to

9.2%
of Australia's GDP

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Introducing Company 'X'

Leading provider of engineering and infrastructure
management services.

Customer base in:

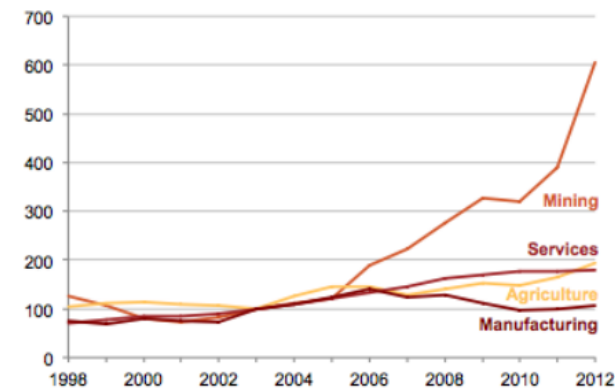
- Minerals & Metals;
- Oil & Gas;
- Power;
- Road & Rail Infrastructure;
- Telecommunications;
- Water.

Employs over 20,000 people across Australia, New
Zealand & the Asia Pacific region.

Committed to designing, constructing and
maintaining the best solutions for its customers.

Growth of the Industry

Figure 3.3: Business investment volumes by sector
Index (2002-03=100)

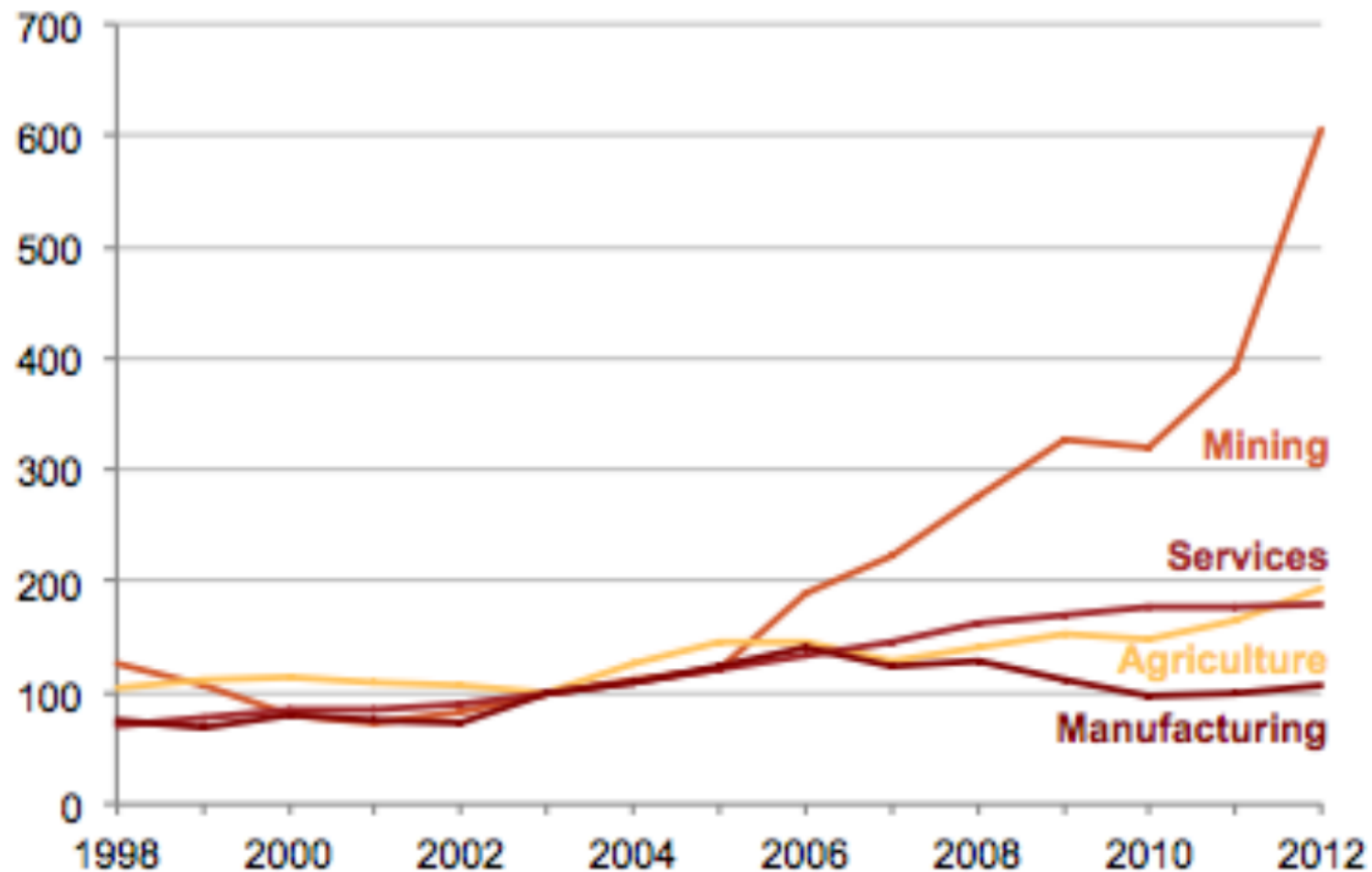


Source: ABS (2012d), Table 64.

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Growth of the Industry

Figure 3.3: Business investment volumes by sector
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Source: ABS (2012d), Table 64.



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