



Let us help you develop an effective workforce plan that reduces cost, while it secures the business now and in the future.

Clear, high-integrity communication at this time is essential, but honesty alone is not enough. Tone and rhythm, that only experience can teach, are also required. Avanulo has that experience. We can help you ensure your message is straightforward, but also dignified, compelling, and current.

Call us. We will roll up our sleeves and help you tackle this most challenging issue.

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You have to reduce payroll to save the company, but you want to prepare those who must leave, and you need to energize those who remain. How do you do both at the same time?

At Avanulo we understand the anguish of having to say goodbye to valued employees when tough times demand a reduction. Over the last 20 years, we have helped companies to reduce thousands of good employees just like yours. We can guide you through these tough times.

A reduction in force is a complex issue that requires; a keen understanding of the socio-technical & regulatory factors that surface. Done well, the business is secured, and well-positioned to grow as conditions improve. Done poorly, trust is lost, regulatory & community relations grow tense, and unintended talent drain puts the company at even more risk.



We know what works, and we know the pitfalls:

- Half of the layoff policies in place have never been tested, and they prove ineffective at the crucial hour. We know how to give your process a dry run to ensure it will work as intended, and if not, we know how fix it quickly and effectively.
- Most reduction policies cause physical “bumping” that lasts for weeks, and the additional retraining required can eat up 2 or 3 times more than the reduction was intended to save. Even with hundreds of participants, our process can be administered in 1-3 days. Everybody moves only once, saving untold thousands in efficiency losses and training expense.
- Often companies reduce too many employees, or too few, at the outset, and must readjust almost immediately. This is costly, and the resulting loss of confidence increases anxiety. Our Furlough and Crew Optimizing Processes, help you to get to just the right number, so that your financial objectives are met, your leadership integrity remains intact, and anxiety remains as low as possible.
- Many policies inadvertently place seniority above company survival, resulting in the loss of the most talented workers when they’re needed most. We know how to structure a practical approach that meets regulatory standards, is understood by all parties, and takes contribution, not just years of service into account.