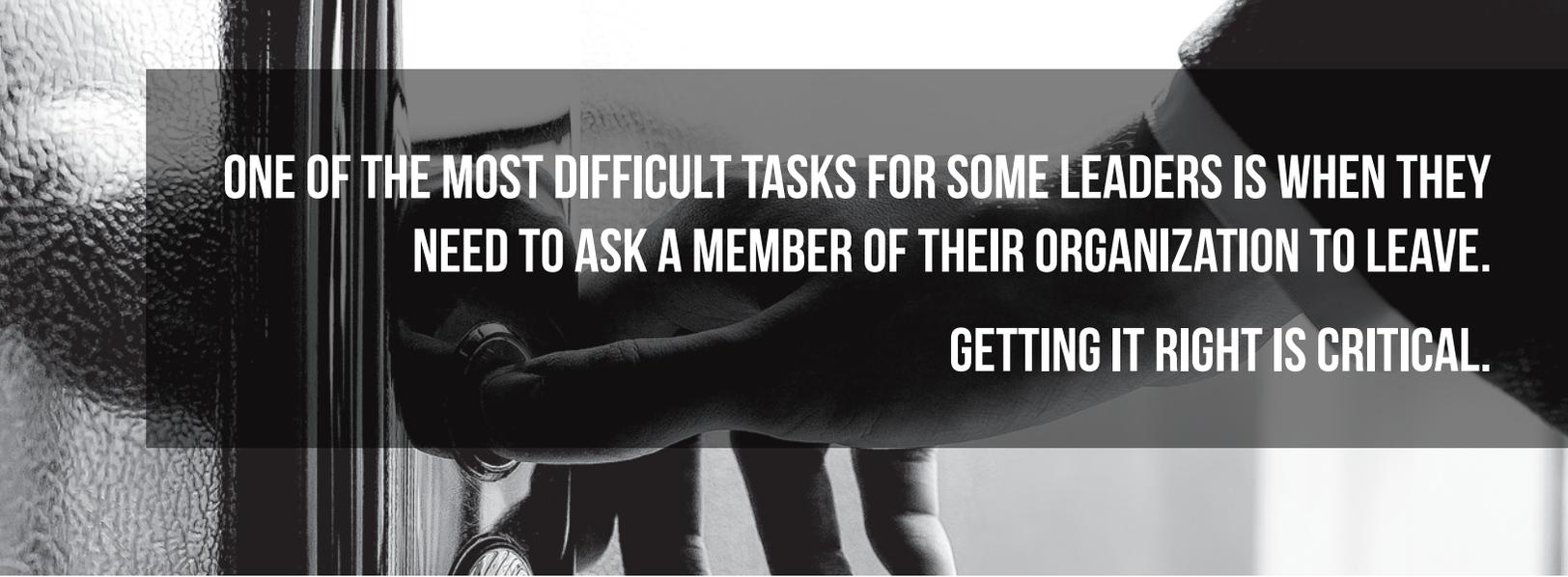


REFOCUS

**WHEN YOU HAVE TO
LET THEM GO**



**ONE OF THE MOST DIFFICULT TASKS FOR SOME LEADERS IS WHEN THEY
NEED TO ASK A MEMBER OF THEIR ORGANIZATION TO LEAVE.
GETTING IT RIGHT IS CRITICAL.**

LEADING WHEN IT MATTERS. TERMINATING EMPLOYMENT.

There's a moment for all leaders when we need to let someone go. Sometimes it's because of their performance, and sometimes it's because of the performance of your business.

These are critical moments. Here's why.

YOUR TEAM IS WATCHING

When you lead, you're being judged. Your team is questioning your decisions and your actions. They're assessing whether you live your values or just talk about them. Letting someone go is the ultimate card you can play when it comes to responding to a team members' performance. How you play it will tell your team who you really are. Are you maintaining their dignity? Do you care? Are you prepared to support their transition?

A SET BACK OR A COMEBACK?

How your employee describes the experience of being let go will affect the trajectory of their future. Think of all the stories you've heard of people who have said, "Getting fired was the best thing that ever happened to me." Those stories aren't accidents. Whether they're poised for a set back or a comeback will be determined by how you act and lead.

A LEGACY OF SUCCESS

Everyone leaves. It's an essential lesson that every leader needs to understand. But your influence doesn't end. Most people will go on to other roles. Some go on to the greatest roles of their lives. How you have treated them and led them—from your first conversation to your last—will become part of the story they tell, and reflect how *they* lead.

THE REFOCUS PROCESS

We believe it's important for leaders to support the team members who are asked to leave the organization. It's good for the departing employee, and it's good for the organization to see past team members move on successfully.

It's also a powerful expression of leadership to demonstrate that you want to see everyone succeed—even in the most difficult of circumstances.

Using advanced assessment tools, powerful questions, and structured methodologies, we'll help set your team member up for success. Here's how we help them.

- **In-depth Understanding**—We'll help your team members see themselves more clearly and give them powerful insights into how they lead and "show up" in the world.
- **Clarity**—This is a time when clarity is essential. Clarity about how they landed in this situation but more importantly clarity about what they most want in their career and their life.
- **Tangible Action**—We will work together closely to identify the exact next steps your team member needs to take step back into their career with confidence.
- **Sustained Success**—Tools & strategies to help them build their skills and strengthen their leadership.
- **Heightened Motivation**—Renewed connection with what they are most passionate about and committed to. We'll help them return to the priorities that have driven their success in the past so they can put it to work in the future.

Ultimately, each person will determine for themselves how they will respond when their employment is terminated. But in these moments, the sophisticated leader will look to support their future success, and to act with integrity and commitment.



For more information about our the ReFocus Program, please contact us now.

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