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Supporting your employees through change

a resource for managers
and HR professionals

leducrh.ca

2026



Introduction

Change is part of the reality of organizations. As economic, technological or structural transformations multiply, organizations must adapt with agility.

These transformations often come with organizational adjustments, including restructurings, changes in roles or departures. Although unavoidable in certain situations, these moments remain sensitive and must be handled with care and consideration.

This guide offers a human, structured approach to supporting employees affected by an end of employment. It is intended for managers and HR professionals who want to support departures during periods of change.

About Leduc HR

Leduc HR is a career transition and human resources consulting firm, a proud member of Career Partners International. We support organizations across Canada, the United States and internationally in career transition, outplacement and HR services.

leducrh.ca

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Change, an unavoidable reality

In a constantly evolving world, organizations must regularly adjust their structure, their priorities or their ways of working. These adjustments are part of the normal cycle of organizations.

At times, these changes can affect the composition of teams. This may lead to reassignments, changes in roles or terminations.

When these business decisions are put into practice, they call for organizational changes and adjustments that, most of the time, have a direct impact on the people who work within the organization.



New realities for 2026

AI integration is transforming traditional roles

Generative artificial intelligence now automates complex cognitive tasks, reducing the need for certain positions.

The global economic slowdown is forcing restructurings

Persistent inflation, high interest rates and the economic slowdown are pushing companies to reassess their staffing needs.

Geopolitical instability is disrupting supply chains and markets

Trade tensions, regional conflicts and growing protectionism are forcing companies to review their international operations.

The post-pandemic correction is revealing significant overstaffing

Companies that hired heavily in recent years are realizing they have exceeded their actual operating needs.



70%

of an organization's members report lower engagement following poorly managed terminations.

— Gallup, 2025



The impacts of terminations

For the people involved

An employee's departure has an effect that goes well beyond the person concerned. It leaves a mark on the team, the managers and the workplace climate.

- **For the employee affected, it is often a shock.** They must handle not only the loss of a job, but also a personal reassessment.
- **For colleagues,** it can mean a loss of bearings, a fear for the future or discomfort with what they have witnessed.
- **For the manager,** it is a demanding responsibility: delivering a difficult message while maintaining respect, clarity and stability for the team.

The impact on the organization

A termination has a lasting influence on how the organization is perceived, both internally and externally. The way the decision is prepared, announced and followed up can:

- strengthen or weaken the trust of teams;
- affect mobilization and engagement;
- influence the employer brand;
- have an impact on organizational reputation.

A termination is therefore never an isolated event. It acts on the entire human system of the organization.



HR expertise in
reorganization

[learn more](#)

A termination is never
improvised. It is planned,
managed and followed
through.

Doing things right, doing better

Supporting change is an organizational response that must be part of a structured process that adds real value. Stepping in with the right instincts supports managers, HR teams and the employees concerned alike.

Such an approach requires rigorous preparation, consistent communication and steady oversight. Poorly prepared change weakens trust and amplifies uncertainty. Conversely, a structured approach clarifies roles, secures decisions and protects the organizational climate.

A structured approach:

Planning

Planning means ensuring the fairness, rigour and clarity of the process.

Deployment

Being prepared, showing care, attentive listening and composure.

Support

Supporting the people affected, ensuring continuity and strengthening the management stance.

Planning

Strategic planning

Orchestrate the rollout methodically and in sequence to ensure smooth execution, compliance and respect for the people involved.

Sequenced communication

Ensure the alignment and coherence of communications, from internal to external, to protect reputation and strengthen buy-in.

Equip the managers

Train managers to deliver the message with clarity, respect and emotional composure.

Deployment

Announce with respect

Communicate a simple, assured and unambiguous message, avoiding excessive justification or detours.

Offer support measures

Put structured measures in place to ensure smooth execution, compliance and respect for the people concerned.

On-site support

Deploy transition experts and coaches on announcement day to guide, advise and secure the process.

Support

Wellness check

Carry out a wellness check in the hours following the announcement to receive reactions and provide immediate support.

Career transition program

Deploy structured support that fosters career management, repositioning and the planning of next steps.

Post-termination consolidation

Support the organization after the announcement by stabilizing the climate, supporting teams and strengthening the management stance.



I would not hesitate
to recommend Leduc HR
for professional,
personalized support
of real quality.

Client testimonial, 2025

Career
transition
programs
[learn more](#)

Career transition

Career transition — also known as outplacement — refers to the support offered to employees whose employment relationship comes to an end, generally in the context of a reorganization or a termination.

This service is designed to support employees from the moment their departure is announced, giving them a structured framework to take stock, reposition themselves and relaunch their professional path. The support may include individual meetings, help in showcasing their professional background, concrete tools to organize the job search, as well as support in settling into a new role.



Our career transition programs

Career transition can be put in place as soon as a corporate decision is being considered. It is not simply a service offered after the fact, but a management lever that fits naturally into any reorganization, restructuring or layoff process.

Our approach

Career coach

Personalized support from certified professionals

Clear, defined milestones

Concrete milestones at every stage to move forward with clarity and confidence

A complete toolkit

Proven resources, continuously refined for a successful transition

Programs at different levels

Individual approach

Personalized support to take stock of one's professional path, clarify objectives and structure a concrete action plan.

Programs at different levels are offered to guide job search and career management efforts.

[learn more](#) ↗

Group approach

A structured program, led by **certified coaches, to support several** people in the context of collective terminations. Interactive workshops and concrete resources help clarify objectives and equip participants in their job search.

[learn more](#) ↗

Exclusive to Leduc HR



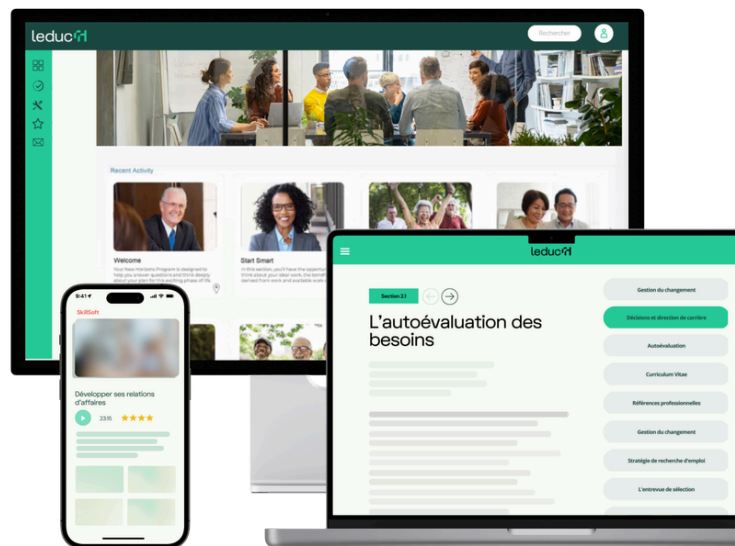
Tools to power the transition

digital space

Everything you need to equip the job search

Powered by Momentum™

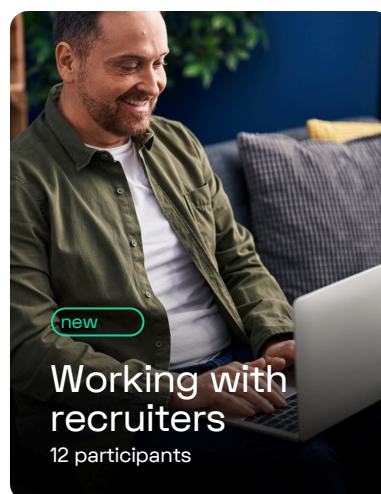
- ✓ Platform designed for career transitions, with exclusive content developed by experts
- ✓ Privileged access to AI and skills development tools



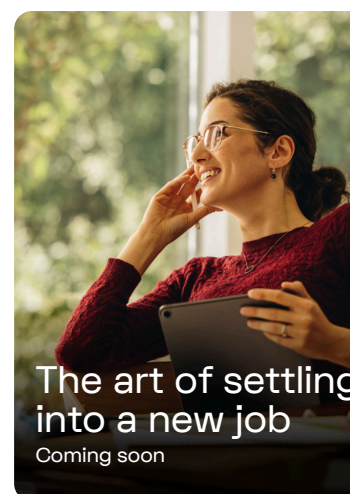
collaborative space

Group coaching, included in every program

- ✓ Topics adapted to the realities of today's market
- ✓ Small-group sessions for focused discussion



Working with recruiters
12 participants



The art of settling into a new job
Coming soon



Services

HR expertise in reorganization

To plan and deploy

[Discover this service](#)

Career Transition Programs

To support

[Discover our programs](#)

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