

TRAINING FOR MANAGERS

The Manager's Transformation

Difficult decisions in hard times: reorganisation, redundancies, project closures

NADIYA NEDOREZOVA, LEADERSHIP TRAINER AND COACH



WHEN THE DECISION IS NOT YOURS

The decision was made above. The conversation is yours.

"I kept the team motivated and kept saying everything was fine. It was not enough to keep the project going with the same people and on the same terms."

"The world changed and nobody is to blame. But I am the one who answers for how the change is received and carried out."

"I am the captain going down with the ship. I would rather my career was not buried with it."

For managers, and for the companies that rely on them

Managers who

- ✦ are facing a reorganisation, optimisation or redundancies in their team
- ✦ have to close a project and keep the team together afterwards
- ✦ carry decisions they did not make

Companies that

- ✦ want managers prepared before a change lands, not after
- ✦ need managers who can talk to the team and the business in the same week

Decisions, role, tools

Difficult decisions in hard times

- ✦ reorganisation and optimisation
- ✦ redundancies
- ✦ project closures

Role of the leader

- ✦ for the business: strategic impact
- ✦ for the team: leadership and empowerment
- ✦ for internal talent management
- ✦ for future re-hiring and referrals

Tools for navigating crises

- ✦ decision-making frameworks
- ✦ identifying blockers: self-awareness versus self-blame
- ✦ strategic planning for future transitions

By the end, participants will be able to

- ✦ choose an approach to each type of difficult decision
- ✦ define their role towards the business, the team and individual talent
- ✦ tell self-awareness from self-blame when they look at their own blockers
- ✦ plan for the next transition instead of reacting to it
- ✦ keep relationships that matter for future re-hiring and referrals

Credentials, clients, numbers

Credentials

- ✦ Certified Coach, ICF and EMCC (ACC level)
- ✦ Certified Corporate Trainer, Büro Richter
- ✦ 19 years in HR: recruitment, corporate training, coaching

Delivered for

- ✦ Guest trainer for Accenture and NES Fircroft
- ✦ Trainer and course author at LABA, an international business school, 2018 to 2023
- ✦ LABA's IT Recruiter course is approved by HRCI for recertification credit (20.5 credit hours)

In numbers

1,000+

managers trained over the last six years

9.3 / 10

average participant satisfaction (CSI) across my training programmes

THE MANAGER'S TRANSFORMATION

Order the course

EMAIL nadiia@nedorezova.coach

TELEGRAM [@Nadiia_Nedorezova](https://t.me/Nadiia_Nedorezova)

WHATSAPP [@Nadiia_Nedorezova](https://wa.me/380963394111)

Online or on site. In English, Russian and Ukrainian. Adapted to the context of your company.

NEDOREZOVA.COACH

