

# How to Bounce Back from Layoffs Through Team Building

Navigating the aftermath of layoffs can be challenging for any organization. It's crucial to approach this period with sensitivity and strategic planning to support remaining employees. Ensuring the well-being of your team through professional development and health & wellness initiatives can create a foundation for recovery and growth.

Here are some steps you can take:



## 1. Immediately after a layoff

Any form of celebratory experiences should be paused for at least 1-2 months. During that time, higher investment in professional development and health & wellness initiatives that promote positive mental health and mindset is beneficial.

Use these activities to **improve employee well-being**:



**Meditation**



**Yoga Class**



**Stress Management Workshop**



**Vision Board Workshop**

## 2. After the first quarter post-downsizing

Invest in a team building event to bond each team or department and march forward once there is a realignment on the north star, new goals, and priorities. You spend the most amount of time with your immediate team, so you want this bond to be the strongest.

Try these events to **build morale with your immediate team**:



**Trivia Kickball**



**Songwriting Lab**



**Escape Quest**



**Mini Games**

## 3. Next, focus on developing cross-departmental bonds

Consider cross-departmental team building initiatives. Often, after a layoff, there is increased responsibility and cross-departmental communication. With fewer layers of hierarchy, there is more room for employees to take initiative and innovate which can lead to them doing discovery with other departments. This can lead to a more dynamic and proactive team environment but also new tensions as people discover how to work with folks they haven't in the past. Investing in cross-departmental bonds reminds the company that we all need to succeed and are one big team together.

Try these experiences to **bring departments together**:



**Murder Mystery Party**



**Office Olympics**



**Topdog Trivia**



**Boom Box**

## 4. As the company bounces back from the difficult times

It's important to celebrate the wins collectively as an organization. If there are big pivotal moments that require reflection and looking back on what was accomplished, you'll want to gather the entire company for these moments.

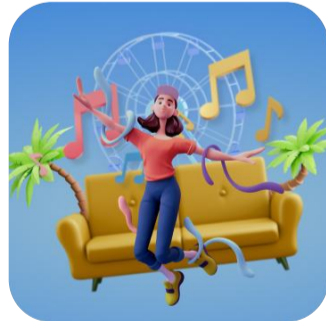
Try these experiences for a **company celebration**:



**Workplace Gratitude**



**Confetti Pub**



**Couchella**



**Mixology Class**

As your company moves forward, fostering team cohesion at every level is essential. By gradually integrating strategic team building activities, you can rebuild a strong, united, and resilient workforce ready to tackle new challenges and reach new heights together.

## Ready to build team morale?

After layoffs, it may not be business as usual. Schedule a call to discuss the best team building plan with our **Happiness Concierge** today!