TRR Trygghetsrådet

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Stylized facts: TRR Trygghetsrådet

• Non-profit organisation
• Founded in 1974
• Based on a Agreement on Transition between
  • The Federation of Swedish Enterprise
  • The Federation of Salaried Employees in Industry and Services
• Outplacement services are paid for by affiliated companies like an insurance policy.
  • The contribution is 0.3% of the company payroll for employees covered by the Agreement of Transition
• 32,000 affiliated companies with 750,000 employees
• National coverage: 32 offices in 8 regions
TRR support process

Early intervention
- Meeting with Mgmt team
- Organize restructuring
- Personnel with special needs e.g. health/illness rehabilitation

Consulting Training
- Workshops
- Seminars and training
  - Managers
  - Union reps
  - HR reps

Supporting companies and employees
TRR Outplacement program

Follow up
Sharing experiences and results
www.trr.se
New conditions - new needs

- Managers wish to work professionally with redundancy issues
  - What do you need to know to be professional?
  - What happens in a company during a redundancy process?
  - Who will deliver the bad news?
  - When is the appropriate time?

- Managers want to feel more confident
  - Important issues in a meeting dealing with involuntary changes
  - What kind of support will the manager need?
Management seminar agenda

What happens at a reorganization for:
- the company
- the employees
- the market
  - What reactions are to be expected from the employees?
  - How can you as manager acknowledge and handle the reactions?
  - How to communicate and inform?

What skills and insights should you as manager have to be able to carry out a professional redundancy process?
- Different models according to the company’s size and the number of redundancies.
- Order of activities?
- Practical issues you need to make decisions about.

How to create a good structure for the conversation?
- What reactions are to be expected and how do you face them?
- What are the most common questions?
- Practical training.
- Check lists.
TRR results 2010 (october)

- Total clients with new solution 14 500
- 78% new employment
  - 68% permanent
- 8% own business
- 6% university studies
- 32% older than 50 years
- 71% equal or higher salary
- In total solution degree 86%, average time 6 months
Thank you for your attention!