

# Strategic Downsizing

**An Infopeople Webinar  
by Joan Frye Williams and George Needham  
February 28, 2012**





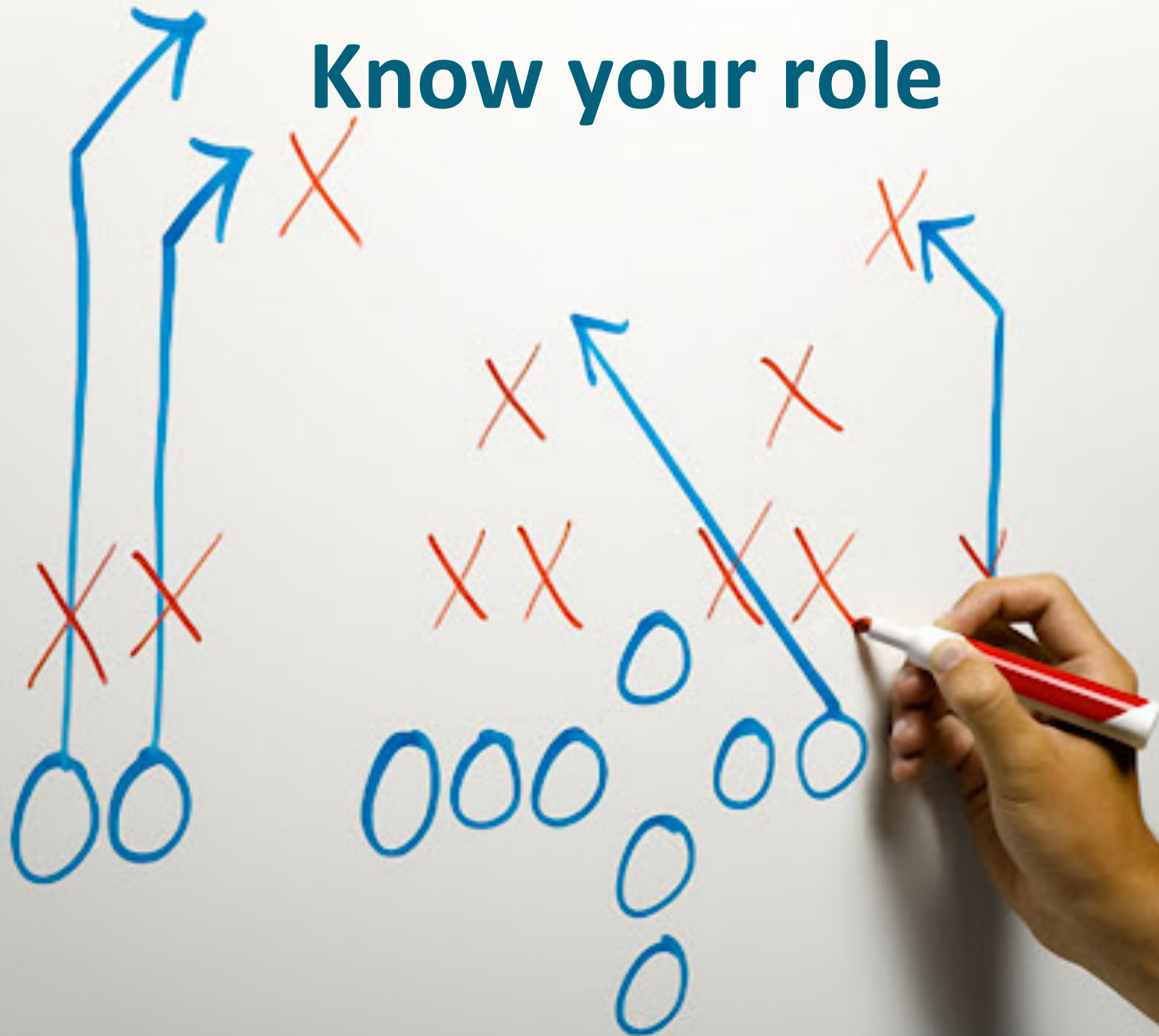


# Know how decisions get made





# Know your role



# Know your networks





A still life photograph of a wicker basket overflowing with autumn produce. The basket is filled with a variety of items including pumpkins, apples, grapes, walnuts, and gourds. The lighting is warm, highlighting the textures of the woven basket and the vibrant colors of the food. The text "Know your assets" is overlaid in white, bold, sans-serif font across the center of the image.

**Know your assets**





**SECRET**



# Map your processes



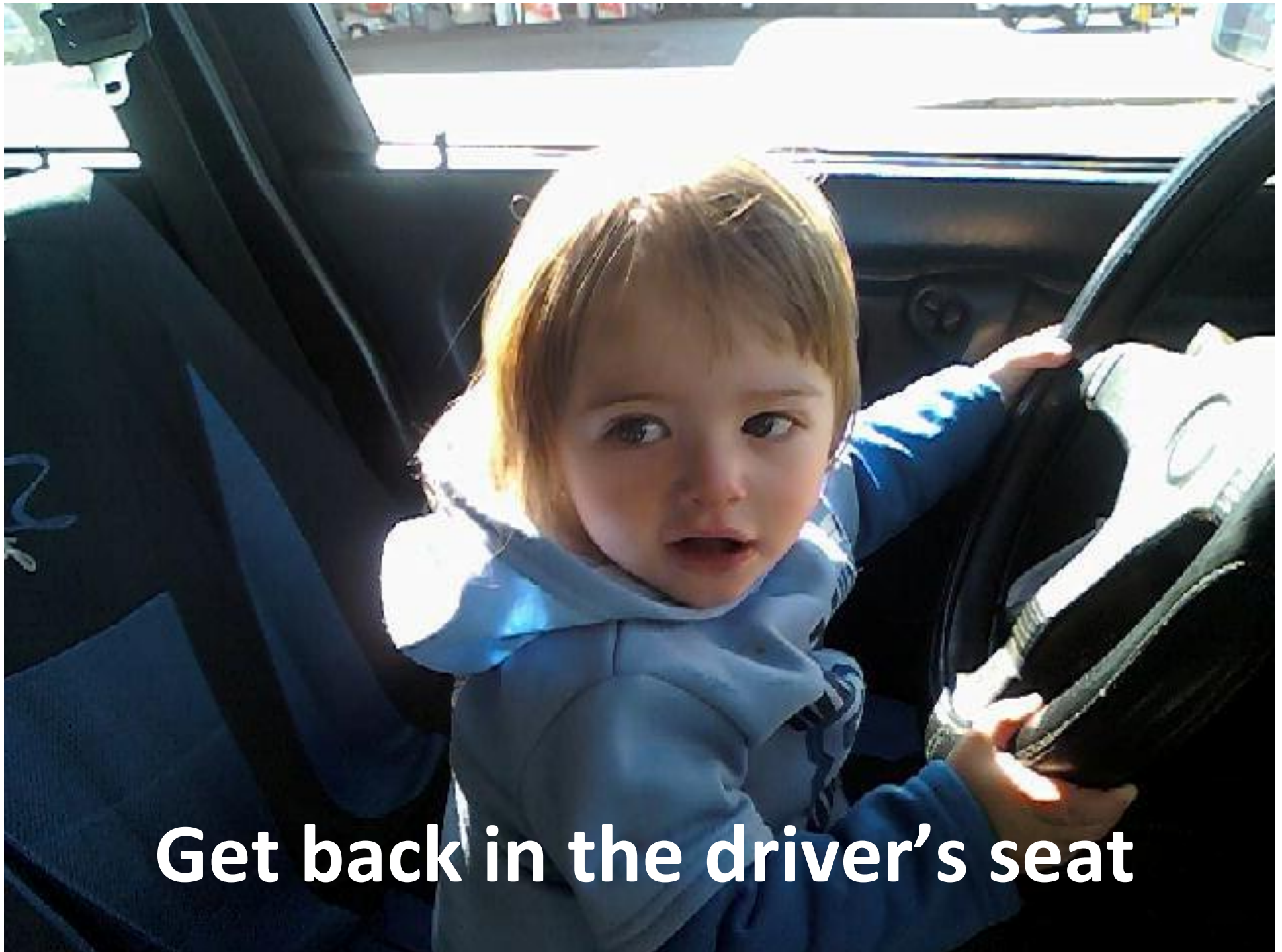




**DON'T  
PANIC**

**Don't "dumb-size"**





**Get back in the driver's seat**





FINISH

**Prioritize  
outcomes**



# Engage policymakers



# Serve individuals or serve the community?





# Most used or most needed?



# Safety net or step up?



# Redefine the challenge



**Avoid the death of 1,000 cuts**





# Focus on the work, not just the workers



# Recombine your assets



**Define centers of excellence**

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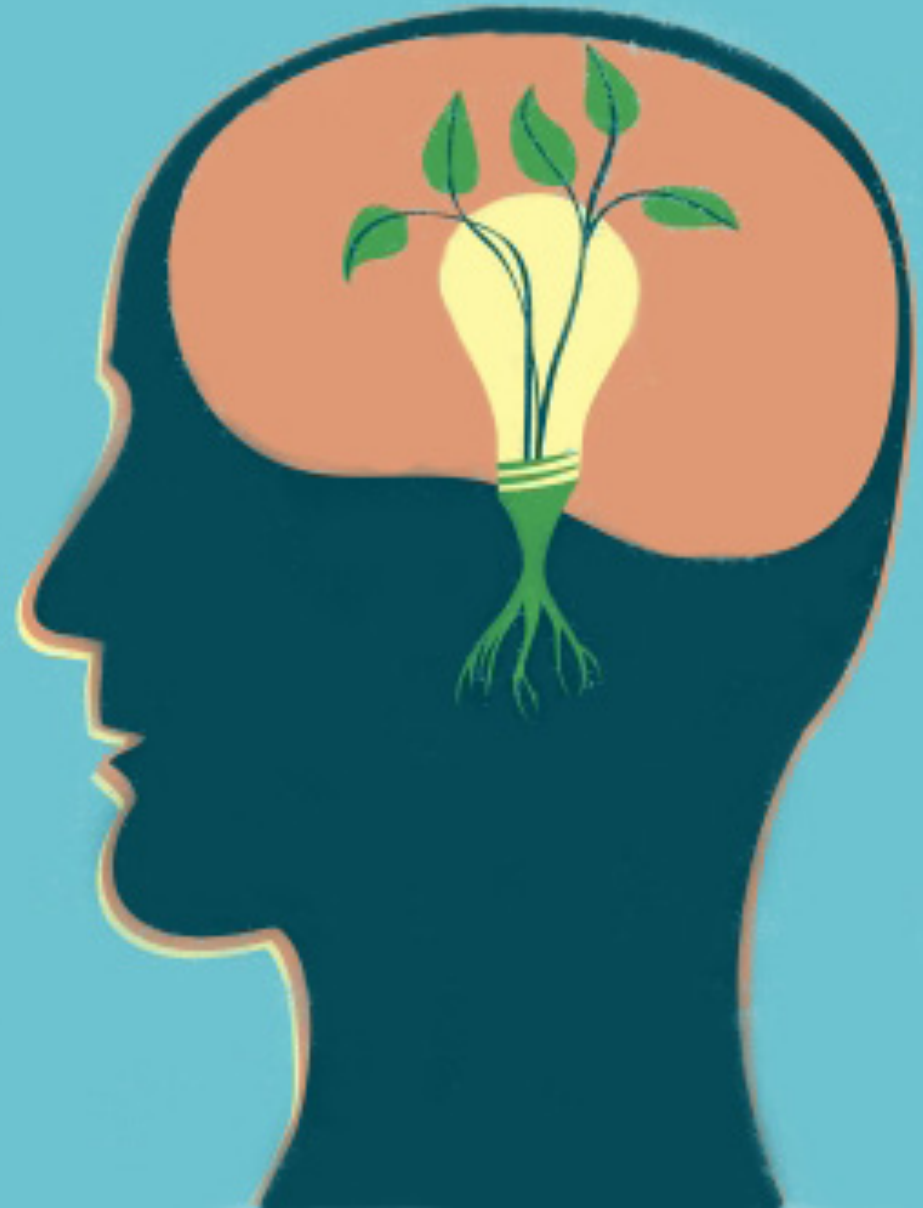
**Back up what's mission critical**



# Build a base for recovery



**Keep training  
and learning**





# Leverage your partnerships





Try something new

**Keep communicating  
through the uncertainty**





**Involve the implementers**





**Expect survivor guilt**



**Don't canonize the past**





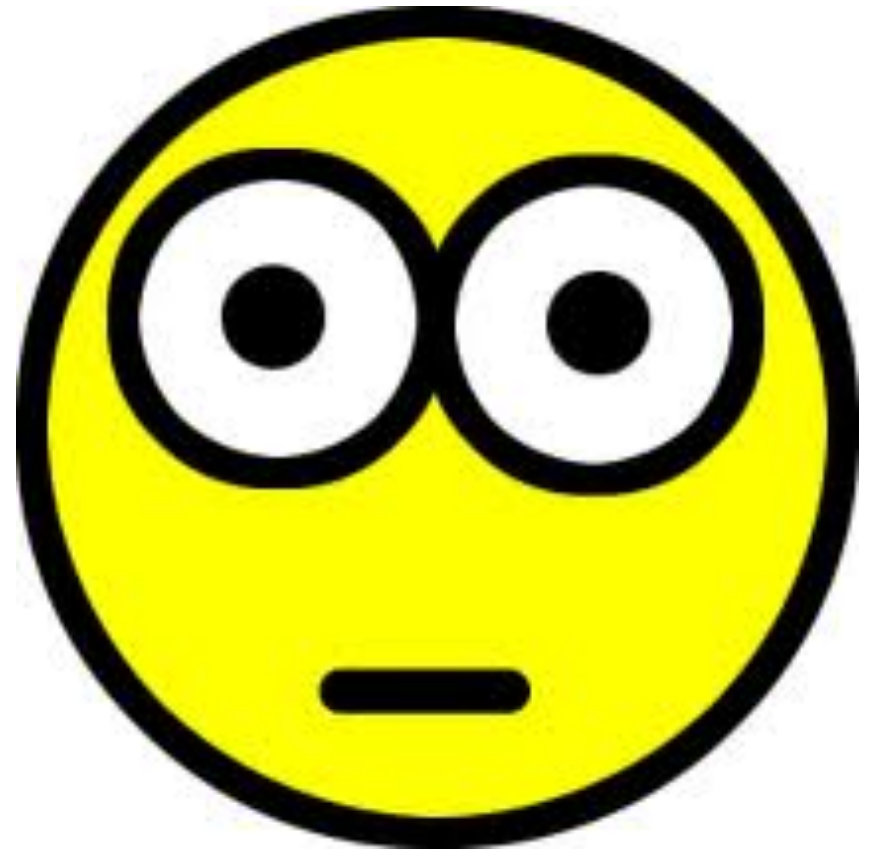


**Don't  
demonize  
decision  
makers**


**Don't waste energy on payback**



**What if  
downsizing  
decisions are  
at odds with  
your principles?**



# Moving forward



NATURALLY RESEEDED  
BY WILDFIRE IN 1988



# Let's continue the conversation!

<http://www.georgeandjoan.com>

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# A word from our sponsor



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