



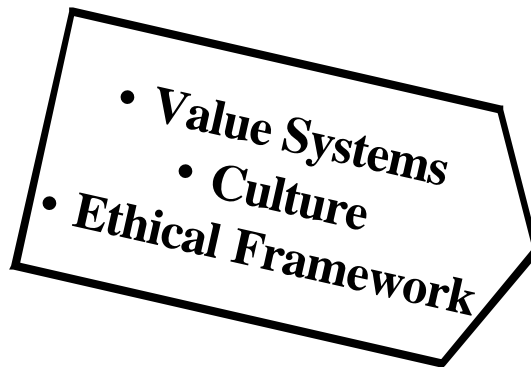
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# Redeploying People Issues in Building A Solid Foundation<sup>®</sup>

# The Redeployment Process

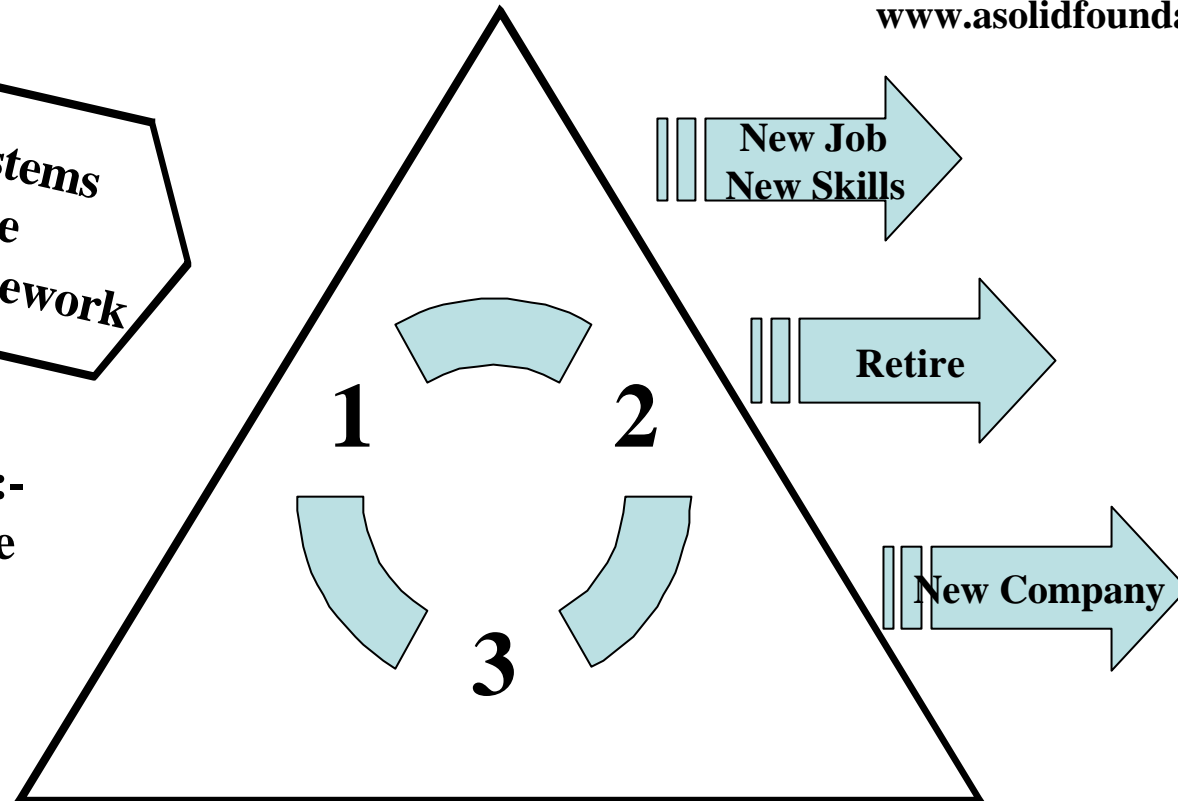


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## Change Drivers:-

- Peer Pressure
- Rewards
- By direction



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**10%**

**Won't change**

**60% to 70%**

**Followers**

**20% Torch**

**Bearers**

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# Redeployment Issues

- Poorly executed redeployment processes can have disastrous effects on morale, company culture and trust, for the people who remain
- Short term financial gains from redeployment can be wasted if the resultant long term costs through dissatisfaction and loss of morale from remaining people, are higher and often irrecoverable
- The ethical and cultural framework for the individual company have to be applied rigorously and fairly to avoid long term costs