## MARY BAIRD, PHR FOUNDER + PRINCIPAL CONSULTANT SIMPLIFYING EMPLOYEE EXPERIENCE



# Q4 2025 WORKFORCE PULSE, SIMPLIFIED.

LAYOFFS, EMPLOYEE EXPERIENCE (EX) — THE NEW TRUST ECONOMY NOVEMBER 2025





## Q4 LAYOFFS SNAPSHOT

- **AP News:** Amazon, UPS, and others continue large-scale cuts as 2025 ends. 750K jobs cut YTD 65k in a single October week. Read here
- Trend: It's not just tech middle managers are now being hit hardest. <u>HR Dive</u>
- Flattening: Companies are removing layers; midmanager openings are down 40% since 2022. <u>Deloitte</u> <u>Trends 2025</u>

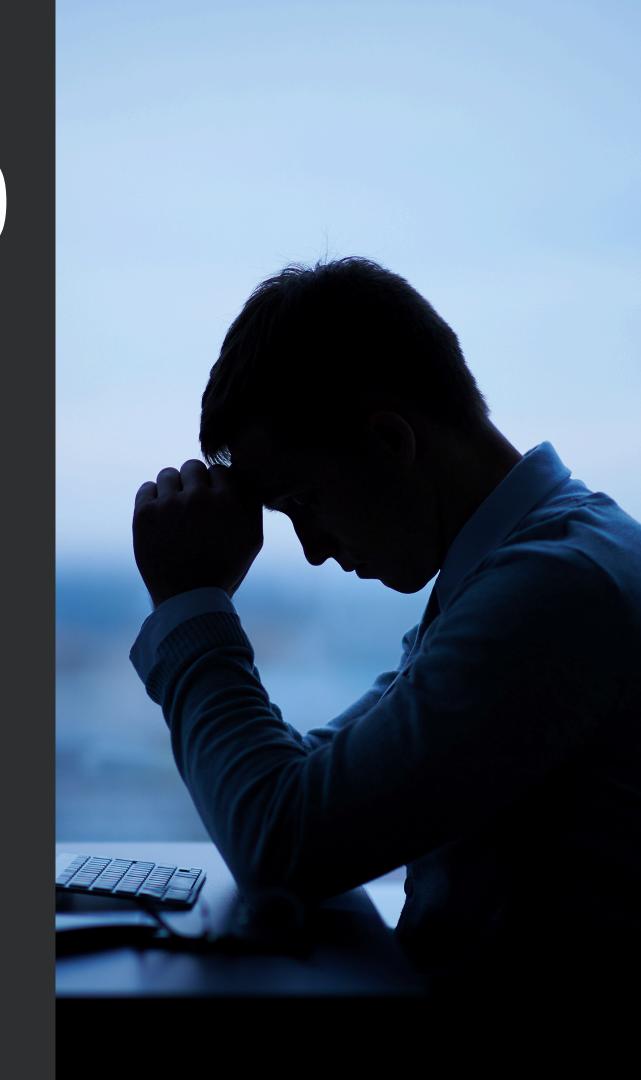
Why it matters: When layers disappear, trust and clarity vanish with them.

## EMPLOYEE EXPERIENCE (EX) IMPLICATIONS

## LAYOFFS CREATE CLARITY GAPS THAT WEAKEN RETENTION AND ENGAGEMENT

- When manager layers vanish, employees lose guidance and feedback loops. Everything moves **slower**.
- Psychological safety drops → trust and engagement erode fast.
- Shift Employee Experience (EX) focus → clarity,
   connection, and meaning not perks.

1 in 5 employees report layoffs in their department this quarter. HR Dive



#### FAST FIX: REBUILD TRUST NOW.

YOU CAN START TODAY — NO BUDGET, NO RED TAPE.



#### BE TRANSPARENT.

Communicate the "What, Why, What's Next" early.



#### **EQUIP MANAGERS.**

Provide time, tools, and talking points to scale across the enterprise.



#### LISTEN OFTEN.

Use pulse surveys and skip-level chats to gain intel on what's broken.



#### MARK THE CHANGE.

Acknowledge the transition openly and make promises you keep.



## WITH US AS YOUR GUIDE, THIS CAN BE DONE IN 30 DAYS.



## YOUR NEXT MOVE.

Share this Workforce Pulse with your executive team to brief them on what's *really* happening in the labor market right now.

#### THEN, TAKE ACTION.

- Run a quick 30-min "Employee Experience Risk Check" session using these data points.\*
- Access <u>The Simplifiers 30-Day Employee Experience</u>
   <u>Accelerator</u> rebuild trust, re-energize teams, and deliver measurable wins.



# THE SECRET TOOL TO REBUILD TRUST.

#### BURNED-OUT TEAMS? REIGNITE THEM — FAST.

- When one part of Employee
   Experience (EX) improves, the
   whole wheel spins faster —
   ultimately, lifting Customer
   Experience (CX) and profits.
- Join the leaders already using this playbook → <u>Apply for the</u>
   30-Day Accelerator.

#### The Simplifiers Employee Experience Flywheel



## THE NEW KPI TO TRACK IN 2026:

BETTER EX = BETTER CX = MORE PROFIT + DRIVING BUSINESS GROWTH



## IT'S TIME TO SIMPLIFY.

Let's connect!

Prefer to see how the Accelerator works first?

Let's chat for 20 minutes — no pitch, just value (limited spots this month). Book your call <u>here</u>.

Visit:

MARYBAIRD.CO





#### SOURCES

- LinkedIn News: Al drives worst October layoffs in 20 years
- AP News: <u>Layoffs pile up as Amazon, UPS and others cut</u> jobs in 2025
- **HR Dive:** <u>Middle management reductions threaten</u> <u>productivity, employee experience</u>
- HR Dive: Middle managers are feeling the brunt of layoff anxiety
- Forbes: Middle managers remain vulnerable as companies announce layoffs
- Deloitte Human Capital Trends 2025: The Future of the Middle Manager