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✦ **SIMPLIFYING EMPLOYEE EXPERIENCE**

2025 & BEYOND

Q4 2025 WORKFORCE PULSE, SIMPLIFIED.

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



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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. [HR Dive](#)
- **Flattening:** Companies are removing layers; mid-manager openings are down 40% since 2022. [Deloitte Trends 2025](#)

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.

01

BE TRANSPARENT.

Communicate the “What, Why, What’s Next” early.

02

EQUIP MANAGERS.

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

03

LISTEN OFTEN.

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

04

MARK THE CHANGE.

Acknowledge the transition openly and make promises you keep.



BETTER EMPLOYEE EXPERIENCE = BETTER CUSTOMER EXPERIENCE = BETTER RESULTS
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**WITH US AS YOUR GUIDE,
THIS CAN BE DONE IN
30 DAYS.**



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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 [The Simplifiers 30-Day Employee Experience Accelerator](#) — rebuild trust, re-energize teams, and deliver measurable wins.

*Ask me how!



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 → [Apply for the 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 [here](#).

Visit:

[MARYBAIRD.CO](https://marybaird.co)





SOURCES

- **LinkedIn News:** AI drives worst October layoffs in 20 years
- **AP News:** Layoffs pile up as Amazon, UPS and others cut jobs in 2025
- **HR Dive:** Middle management reductions threaten productivity, employee experience
- **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