



a Landrum HR company



## Recession Planning: Turn Adversity Into Opportunity

Are we headed for a recession? We've all seen the news. Many economists are predicting one is on the horizon. And while there are debates around the timing, depth, and duration, many organizations are already looking at how they should address a potential recession.

hrQ has helped clients predict economic trends and develop strategies to create advantages for many years. We guide companies to move beyond typical "knee-jerk" reactions to economic downturns and help them meet their goals and find opportunities in challenging times. We believe this recession will be different, with simultaneous surplus and scarcity, along with significant opportunities to improve market positioning. But executives need to act now to come out ahead.

### Why Plan Now?

- 1 Financial Impact:** Studies have shown companies that don't react swiftly and with certainty are hit harder by recessions. With a proactive, strategic approach, companies can minimize impacts and capitalize on opportunities.
- 2 Employment Brand Impact:** History shows that how companies react in challenging times has a significant impact on employment brand. The wrong strategies can lead to turnover and reduce engagement.
- 3 Talent Impact:** This recession will be different – companies won't be able to assume employees aren't going anywhere. The competition for key talent will still be fierce and the opportunities to make strategic hires will be prominent.

### How We Can Help

- Advanced Planning & Modeling:** Our industry-leading tools can help you forecast what is ahead and determine the right workforce strategies to meet your goals and capitalize on opportunities. This includes helping you determine when to employ strategies and building agility and resilience in your organization.
- Rapid Resource Optimization:** If downsizing ultimately proves to be necessary, our RRO service is an accelerated method for identifying key opportunities for cost-cutting and operating model changes without compromising the ability of the business to perform.
- People Supply Chain:** Manage your People Supply Chain as you do your goods and services supply chain. We can help you retain the right talent, but more importantly, optimize cost, availability, and flexibility in your workforce. This includes talent contingency planning, reskilling, upskilling, and several other techniques to gain an advantage.
- Compensation Consulting:** Build strategies that drive return on your people investment, not just react to the market. Beyond just compliance, our work helps you attract and retain top talent while optimizing cost and maximizing impact.

### Let's Talk

Contact us if you are interested in learning more about how to turn adversity into opportunity. [contact@hrqinc.com](mailto:contact@hrqinc.com)

### Resources

[How Organizational Design Impacts Culture and Agility](#)  
[Future of Work: Human Capital Supply Chain](#)