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The downsizing of the workforce has become a ubiquitous feature of a great multitude of corporations and governmental agencies throughout the industrialized and post-industrialized world since the late 1980. The main catalyst for most downsizing endeavors is the desire for a reduction of costs, an ensuing increase in an organization's efficiency, productivity, and competitiveness, and thus an organization's overall performance. Empirical and anecdotal evidence suggest strongly that the organizational and economic consequences of downsizing are overwhelmingly negative. Moreover, the repercussions of strategic downsizing transcend financial and organizational realms and adversely affect the entire workforce in a most profound manner. With further rounds of downsizing predicted, it is of utmost importance to gain a greater understanding of this often-misunderstood phenomenon. Is there any good news about downsizing? Are there alternatives to downsizing? Can downsizing really be implemented successfully?

In this presentation, Dr. Gandolfi shares his personal findings about the 'truth' of downsizing spanning two decades of research on three continents. His book entitled "*Corporate downsizing demystified: A scholarly analysis of a business phenomenon*" was released in June 2006 and can be purchased on-line through the following link:

<http://www.icfaipress.org/books/hrms8.asp>