JUPITER PRIME

Consulting • Training • Advisory

جوبيتر برايم للاستشارات والتدريب

COURSE BROCHURE

Bank Restructuring and Workforce Redeployment Training Course

25 – 29 April 2027
Muscat

Bank Restructuring and Workforce Redeployment Training Course

Ref: 2280_84854 **Date:** 25 – 29 April 2027 **Location:** Muscat **Fees:** 5500 GBP

Bank Restructuring and Workforce Redeployment is a 1-week training course for bank HR professionals steering branch consolidation and merger integration, producing an HR Change Roadmap for a bank transformation. As banks shift work from branches to digital channels and central hubs, HR decisions on roles, skills and morale decide whether the new structure holds. Jupiter Prime Training offers this course on bank restructuring and workforce redeployment.

Why Bank Restructuring and Workforce Redeployment Matters Now

Three forces reshape bank workforces: customers moving transactions to mobile apps, automation absorbing back-office processing, and boards pressing for leaner cost ratios. Each removes some roles and creates others in analytics and advisory. A bank that redeploys people with care keeps scarce product knowledge, protects customer trust and avoids a wave of grievances. A bank that handles it badly loses its best staff and sees service quality fall. The course rests on established change models, role mapping and skills-adjacency methods described in general terms.

Who Gains Most from Bank Restructuring and Workforce Redeployment

- HR business partners accountable for people decisions within a retail, corporate or operations division under restructure
- Workforce planning specialists who size future role demand against current headcount and skills
- Learning and reskilling leads responsible for moving staff into new roles within set timeframes
- Employee relations advisers who manage consultation, selection criteria and fair treatment during role changes
- Internal communications and culture leads who shape how staff hear and absorb restructuring news

A bank or insurer HR team that sends its business partner, workforce planner and employee relations adviser together gains most.

Bank Restructuring and Workforce Redeployment Capabilities

Participants leave able to turn a restructuring announcement into a sequenced people plan that protects skills, fairness and service continuity.

- Assess which roles a restructure displaces, changes or creates — headcount decisions for the executive committee
- Map skills adjacency between legacy and emerging roles — redeployment choices for affected staff
- Design fair selection and pooling criteria — consultation with employee representatives
- Build a reskilling pathway with clear checkpoints — investment approval from finance partners
- Communicate restructuring messages in a staged cascade — line managers facing anxious teams
- Weigh retention risk among critical talent — continuity for business heads

Key Bank Restructuring and Workforce Redeployment Terms

- Role impact assessment — a structured review of how each role is removed, reshaped or created by a new operating design.
- Skills adjacency — the overlap between the skills a person holds and those a target role needs, guiding realistic moves.
- Redeployment pool — a group of affected staff given priority consideration for open roles before external hiring begins.
- Selection matrix — a weighted set of objective criteria used to choose people fairly when roles reduce.
- Change cascade — a sequence in which leaders brief managers, who then brief teams, keeping messages consistent and timely.
- Survivor engagement — the morale and commitment of staff who remain after colleagues leave or move.

Bank Restructuring and Workforce Redeployment Day by Day

Day 1: Forces Behind Bank Restructuring

- Branch Consolidation and Digital Channel Shift — Which Roles Move First
- Operating Model Redesign Choices — Hub, Shared Service or Outsourced Work
- Merger and Acquisition People Integration — Harmonising Grades and Cultures
- Cost-to-Income Pressure and Headcount Targets — Board Expectations for HR
- Stakeholder Map for Restructuring — Staff Representatives, Supervisors and Customers

Day 2: Role Impact and Workforce Sizing

- Role Impact Assessment Template — Displaced, Changed and New Roles
- Future Role Demand Modelling — Analytics, Advisory and Digital Servicing Needs
- Skills Adjacency Mapping — Realistic Internal Moves From Shrinking Roles
- Critical Talent Identification — Retention Priorities During Disruption
- Scenario Sizing for Phased Change — Pace Versus Service Continuity

Day 3: Fair Transition and Redeployment

- Redeployment Pool Design — Priority Access to Open Vacancies
- Selection Matrix and Objective Criteria — Defensible Choices When Roles Reduce
- Consultation Planning With Employee Representatives — Timing and Documentation
- Reskilling Pathways and Trial Periods — Moving Tellers Into Advisory Roles
- Exit Support and Outplacement Options — Dignified Departures and Reputation

Day 4: Culture Shift and Restructuring Communication

- Change Cascade and Manager Briefing Packs — Consistent Messages Across Branches
- Resistance Diagnosis and Readiness Pulse Surveys — Where to Intervene
- Survivor Engagement Measures — Rebuilding Commitment After Departures
- Cultural Integration Rituals After Mergers — Shared Values in Practice
- Change Metrics Dashboard — Attrition, Grievances and Redeployment Rates

Day 5: Practising the HR Change Roadmap

- Applying Role Impact Findings to a Case Bank — Sequencing Waves
- Applying Selection and Pooling Rules — Testing Fairness on Sample Staff
- Applying the Communication Cascade — Rehearsing a Branch Closure Briefing
- Risk Register for People Transition — Mitigations and Owners
- Completing the HR Change Roadmap — Phases, Milestones and Accountabilities

Applying Bank Restructuring and Workforce Redeployment After the Course

- Run a role impact assessment on one division facing change and share the results with its head.
- Pilot a skills adjacency map for one shrinking role family and propose three redeployment routes with reskilling checkpoints.

Bank Restructuring and Workforce Redeployment Questions FAQ

What is bank restructuring and workforce redeployment, and why does it matter now?

It is the HR discipline of moving bank staff from shrinking roles into new ones during structural change. It matters now because digital channels and automation reshape branch and operations work faster than attrition absorbs.

Which roles gain most from bank restructuring and workforce redeployment skills?

HR business partners, workforce planners, reskilling leads, employee relations advisers and internal communications leads gain most. Each holds part of the people decisions a restructure forces.

How does bank restructuring and workforce redeployment differ from a general change management course?

It focuses on bank-specific restructures such as branch consolidation, hub creation and merger integration. A general change course covers any organisation; this one applies role impact, pooling and reskilling to banking roles.

What do you bring back from bank restructuring and workforce redeployment training?

You bring back a drafted HR change roadmap for a case bank, with role impact findings, selection rules, a reskilling pathway and a communication cascade.

Bank Restructuring and Workforce Redeployment: The Way Forward

The HR Change Roadmap first informs how many waves a restructure should run and which roles move in each. Executive sponsors, HR business partners and line managers use it to align timing, fairness and messaging. After its first wave, revisit the skills adjacency assumptions against real redeployment results.