



# Pre and Post Restructuring

For Eurocham Vietnam  
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A photograph of a modern, light-colored desk. In the foreground, a silver laptop is open, with a smartphone lying to its left. Behind the laptop, a stack of several books is visible. To the right of the laptop, a pair of black headphones is resting on the desk. In the background, a small potted plant with green leaves is visible. The overall scene is brightly lit, suggesting a clean and organized workspace.

# Pre-Restructuring Preparations

# Key success factors



## Internal alignment and agreement

- All aspects of the restructuring
- Consistent approach
- Communication
- Clear roles and responsibilities (global vs. local)
- Key decision makers



## Dedicated taskforce team

- Team of experts
- Clear expectation of level of involvement, roles and responsibilities
- Communication method and frequency
- Blend of global perspectives and local insights

# Key success factors



## Communication

- Detailed and throughout internal communication plan
- External communication (government entities, vendors, suppliers, interested parties...)
- Crisis plan
- Transparency is KEY



## Employee Focus

- Full understanding of the impacted workforce
  - Work
  - Life
- Culture consideration
  - Face value
- Employees are critical part of the process
- Pave the next move for employees

# Human Resources



## Roles of Human Resources

- Options of restructuring
- Methodology of employee selection
- Expected cost and payment
- Timing of restructuring
- Potential litigation
- Input on communication strategy
- Security



## Beyond HR roles

- Business partnering is KEY
- It's not just the WHAT – it's the HOW
- Build confidence and influence to the process



# Post- Restructuring



# PEOPLE IS THE HEART OF WHAT WE ARE DOING...



## Pulse check on Employees

- Situation
- Feeling
- Help to continuous build confidence for employees
- Anything else we can do?



## Focus on the project team





# Common Pitfalls

- It's a business project – but it's not really a project.
- Remaining workforce – communication, retention, motivation.
- HR Capabilities in involving and leading restructuring and change management





# Thank You

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