The Inhumanity of Holiday Layoffs: Do Companies Really Understand the Impact?

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My daughter, like so many others, was laid off just days before Christmas. A time that should be filled with joy, family, and celebration was instead replaced with uncertainty, stress, and disappointment. It raises a painful but necessary question: Do companies truly understand the human impact of their decisions?



Layoffs are sometimes unavoidable, but the timing speaks volumes about a company’s priorities. Choosing to let people go right before a holiday—when financial pressures are highest and job opportunities are scarce—feels not just impersonal but downright cruel.  
🔹 Corporate decision-makers often talk about "business needs," but do they stop to consider the personal toll?  
🔹 How can a company preach “people-first” values while making choices that disregard the well-being of their employees?  
🔹 Is there truly no way to delay layoffs, offer better transition support, or at the very least, show more compassion?  
  
For those impacted, this isn’t just a business transaction—it’s their livelihood, their ability to provide for their families, and their mental and emotional well-being. Companies need to do better. Leadership isn’t just about numbers; it’s about people. And if your company can't see that, then it’s not leadership—it’s just management.  
  
To those who have been laid off, especially during this season—you are more than your job title, and your worth is not defined by a company’s decision. Better opportunities are ahead, and your talent and resilience will shine.  
  
To companies—before you plan your next round of layoffs, ask yourself: Are we handling this in the most humane way possible? Because how you treat people in their toughest moments says everything about your culture.  
Let’s start valuing people over profit. Because no spreadsheet will ever show the real cost of lost trust, morale, and dignity.  
  
💬 Have you or someone you know been impacted by poorly timed layoffs? Let’s talk about how we can drive change in how companies handle these difficult decisions. [hashtag#Layoffs](https://www.linkedin.com/search/results/all/?keywords=%23layoffs&origin=HASH_TAG_FROM_FEED) [hashtag#WorkplaceCulture](https://www.linkedin.com/search/results/all/?keywords=%23workplaceculture&origin=HASH_TAG_FROM_FEED) [hashtag#LeadershipMatters](https://www.linkedin.com/search/results/all/?keywords=%23leadershipmatters&origin=HASH_TAG_FROM_FEED)