

Outplacement Services

What's Next when you've been Made Redundant

This programme could be tailored for either business managers who are facing a redundancy situation and want to get it right so they can support those being let go; or for individuals within an organisation who are being made redundant. Sample topics include:

As an Outplacement Service for Staff

This programme can be delivered as a combination of group and 1-2-1 interventions tailored to suit your audience and your budget.

- Examining the Personal Implications of Redundancy
- Confronting some of the challenges
- Compiling a CV
- Marketing yourself – appearance
- Keeping yourself motivated while job searching
- Interviewing Skills
- Confronting the financial challenges

Group

- How to talk to your Bank Manager if refinancing an asset or looking for options on mortgage repayment
- How to make your redundancy payment stretch
- 1-2-1 Financial Coaching: Employees bring their bank statements and seek to “balance the books” – looking at the financial impact of:

Being Unemployed

- Taking 3 months to find employment
- Taking 6 months to find employment

As a Support to Managers

This solution can be delivered as a combination of individual 1-2-1 coaching or group interventions for executive teams, and includes:

- How to structure the 30 day consultation period
- How to position redundancy communication to your organisation
- How to communicate the message to staff who are effected
- Engaging those who have a lead-time from being told their job is being made redundant to their date of redundancy