



Info Sheet Outplacement

Outplacement is the process by which redundant employees are provided with counselling and support to assist them with the situation that lies ahead. This not only involves positive assistance with looking for a new job, but more importantly, dealing proactively with the effects of redundancy and aiding the employee to remain optimistic about their skills, day to day life, and the increased importance of family and friends until they find their next position.

The key is to offer vital support at a time when it is needed the most. Many individuals who face redundancy haven't written a C.V or attended an interview for years, and the prospect of doing so can be quite overwhelming. Others can become mentally depressed and emotionally demoralised, simply needing some directional advice and encouragement.

Outplacement is therefore a very valuable tool, not only to reduce anger and resentment in those leaving, but also to help those staying to feel secure within the changes. For both groups, and the organisation as a whole, the focus is directed on the future.

How **HR Advantage** can help...

At HR Advantage we can design, organise, arrange and (where appropriate) even deliver specifically tailored outplacement programmes that are effective and within your company culture.

Features

- We consult on the planning and timing for the whole procedure.
- We ensure that staff are released legally.
- We determine the most cost-effective method for delivery.
- We assist with individual C.V. preparations.
- We can train departing staff on interview techniques and job market researching skills.
- We provide real world financial advice and guidance for all leavers.
- You choose the delivery method: one-to-one or group sessions or a combination of the two.
- We mentor and work with the entire company to maintain a "positive attitude to change".

Benefits

- Support is tailored and appropriate to your organisation's specific needs.
- Activity is always managed and delivered to an agreed budget.
- Our experience ensures that you save money.
- Our expertise reduces risk of legal action and tribunals.
- A structured release programme provides the right solution for you and your employees.
- Ensures that remaining staff are future focussed and positive.
- Leavers are well prepared for the world and do not harbour malicious or negative attitudes towards the organisation.

For further information on this topic or any of our other services please contact us by telephone on **+44 (0) 1494 451681** or via email at contact@hradvantage.co.uk