



- Our client, a financial services organisation, undertook an acquisition which led to restructuring and a number of individuals being made redundant.
- Our service matched the organisation’s values. They wanted all leavers to have the best chance of finding another opportunity.
- They also wanted their approach to enable remaining employees to feel supported and valued.

What did our client need?

- An Outplacement service to help leavers (at various levels) depart with a more positive feeling towards their former employer;
- The opportunity for those remaining to assess skills and career direction;
- A modular approach that met individual needs;
- Access to qualified career coaches; and
- A service that provided best value for money.



Example Outplacement modules

What challenges did we face?

- People were upset to lose their jobs from a company they were passionate about.
- *By using trained and experienced consultants who have been through redundancy themselves, we provided empathy and practicality.*
- Participants were scared about finding new jobs during bleak financial times (early-to-mid 2009).
- *We emphasised the application of tools and techniques, helping them to stand out from the crowd.*

For more information on Outplacement:

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How did we help?

- Our tailored programme involved seminars and one-to-one coaching, alongside telephone and email support.
- The modular-format seminars covered: self assessments of skills and career needs; applying for roles from start to finish of the process.
- Senior individuals gained access to a career coach who worked with them on next steps, including setting up in business, and career changes.
- Our qualified, fully accredited facilitator used a profiling tool as the foundation of the Executive programme.

What benefits did our client(s) gain?

- Participants felt equipped to gain new roles. Many were successful within a short time-span, despite the recession.
- Individuals looked at their skill sets to regain a sense of self-worth. This gave them the confidence to successfully apply for roles, externally and internally.

“Support, practical advice and outside of the box discussions gave me the confidence to apply for roles outside of my comfort zone. With your help I am about to embark on a whole new career and am beyond excited!”

Head of Department

“Just to let you know I got the job I went for last week – not bad for my first interview. Thanks once again for all your help.”

Assistant Accountant

Your Reward, Development & Performance Partner

- Assessment & Development
- Career Management
- Coaching
- Competency Based Interviewing
- Competency Frameworks
- Customer Satisfaction
- Employee Engagement
- Equal Value Compliant Pay
- Independent Job Evaluation
- Job Family Modelling
- Leadership Development
- Outplacement
- Performance Management
- Recruitment Management
- Reward Strategy
- Salary Benchmarking