



- Our client is an international intergovernmental agency, committed to democracy and development.
- They asked us to provide Outplacement and Career Management support for all non-diplomatic staff in Head Office.

What did our client need?

- Our client was forced into action by a number of changes in working practices.
- We supplied a provision to help departing individuals; aligned with our client's culture and values.
- It had to be cost efficient, allowing for maximum flexibility while retaining the support behind the programme.
- Our client wanted a solution that could change with the needs of the organisation.

Our track record

We have provided Outplacement support for more than ten years to many clients: organisations of all sizes, in the private and public sectors.

Our flexible provision includes a full, modular offering; standard online Outplacement; and support for Execs.

For more information, please visit:

<http://www.wayshrc.com/outplacement/>

How did we help?

- Our provision was structured through individual and group workshops.
- The format depended on the seniority and volume of individuals potentially being made redundant.
- In the beginning, we negotiated a suitable level of support with the client.
- This was tracked and escalated accordingly as the project progressed.
- We gained regular feedback and amended the approach to ensure best value for the organisation and individuals.

For more information on Outplacement:

Andrea Metcalf, 07976 217657

andrea.metcalf@wayshrc.com

What challenges did we face?

- Redundancy is a highly emotionally turbulent time.
- *We targeted each individual's mindset with practical solutions. This enabled them to be in the 'right place' to find work; helped them to 'move on'. They came to terms with redundancy in a positive manner.*
- Many participants suffered from an understandable lack of confidence.
- *We encouraged individuals to portray themselves as successful. Our competency approach throughout helped them to focus on their achievements.*

What benefits did our client gain?

- Motivation at an individual level increased noticeably, generated through improved feelings of self-worth.
- Participants completed the programme with a realistic picture of their capabilities, and what they needed to do to progress to the next step.
- They found themselves more likely to gain interviews and achieve their next position.
- This assignment called for a sympathetic, tactful and positive approach; the project's success implies that these expectations were realised.



Example
Outplacement
modules

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