

**Outplacement:**  
Severance with respect and fairness.



There are often many good reasons why a company has to let one or more employees go, and generally, it is a very difficult situation for all those involved. With **outplacement advice**, you can support your employees during the most critical **break-up** phase. In this way, you can ensure that your company maintains its reputation as a good employer as the remaining employees will positively acknowledge your fair, clear and proactive involvement with their colleagues during the separation process.

**In such cases, our specially trained team of professionals is ready to assist. Our experts have broad experience both in the coaching of released employees as well as in the conception and organisation of workshops for entire departments.**

We offer sensitive advice which is appropriate to the situation but realistically targeted at the labour market.

During our outplacement advice, we will individually support and personally assist the released employee. Through this, he or she will be able to accurately recognise their own strengths and interests and learn how to effectively implement them in the search for employment. The result is that the employee creates a positive, confident impression up front whilst being coached and intensively trained by us in the background.

## Our **outplacement service**

is more than just a «dismissal aid». It is our goal to assist employment seekers to achieve the best possible continuation to their career paths. We help them to help themselves! We tackle the following subjects in individual or group sessions:

### **Acceptance of the changed situation**

We provide support in the letting go of the past and show the chances which arise from a new beginning.

### **Analysis**

We assist in accurate self-assessment by evaluating personal and professional resources and competencies, including the planning of further training or education.

### **Applications**

We train interview situations and show how the Internet and personal networks can be successfully implemented in the application process. We place great value on meticulous preparation and thus enable a positive interview appearance thanks to increased self-confidence.

### **New beginning**

We provide practical orientation assistance and help create the programmed success.

## Your advantages:

- You **free** both yourself and your human resource department **from a great time and emotional load**.
- Through this, you **free** necessary **capacity** for future oriented tasks.
- The **good image** of your company and **employee motivation** remains intact despite staff reductions or dismissals.

Going out on a high - **and tackling new paths with motivation.**