

## Outplacement counseling

### What is outplacement counseling?

Outplacement counseling is a service available to companies which offers professional support over and above the financial and legal obligations in the event of downsizing. It aims to provide tailored programs which optimize the job-market prospects (employability) of the staff affected.

### When is the right time for outplacement counseling?

From a company's point of view, outplacement counseling is principally required to guarantee employment relationships are terminated fairly and professionally (corporate image), avoid labor tribunal disputes, and ensure it respects its social responsibilities towards staff, particularly managers, whose employment has been terminated through no fault of their own.

### What does outplacement counseling involve?

Phase 1: Psychological support

- Help in dealing with the situation both before and after the decision to terminate employment

Phase 2: Skills assessment

- A series of psychological tests, tailored to the specific needs of the client

Phase 3: Formulating a job-seeking strategy

- Analyzing the individual's market potential on the basis of their skill set (possible roles, potential employers, networking)
- Preparing an attractive résumé
- Professional appearance in job interviews/communications training
- Launching the job-seeking strategy in a defined market

Goal

- A new career challenge ("career transition") and integration into a new work environment

Duration

- The counseling process can last between six and twelve months, depending on the client's level of employability; other parameters may be preferred in certain cases – for example, continuing the program until an acceptable solution is found.

### Is this for you?

The counselor/client relationship is based on mutual trust and respect, and professional outplacement counseling can only succeed if this basis is assured. The counselor therefore plays an important part in the process and a no-obligation consultation between counselor and client is always recommended before such an undertaking is either offered or accepted.

**Please feel free to contact me if you have any questions or require further information.**

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