

# *Outplacement Services*



## Option 1:

### *Group Outplacement & Career Transitioning*

#### ***Programme Outline & Features***

- \* Group outplacement workshops delivered by experienced corporate psychologists and HR recruitment professionals

#### *Content areas can include;*

- Understanding redundancy/transitioning
- Self-assessment – taking stock of who you are, identifying strengths and areas for development
- Managing practical concerns e.g. tax/pensions
- Preparing to re-enter the job market – CV, Interview preparation, job search activities

#### ***Logistics :***

- \* 2 day workshops (alternatively 4 x ½ days) delivered onsite or at an agreed location
- \* Input by up to four consultants (corporate psychologists and HR recruitment professionals)
- \* Additional one-to-one coaching sessions can be arranged post-workshop for an agreed fee.

#### ***Benefits to the Individual***

- \* *Provides* strategies for managing change
- \* *Helps* people to manage practical issues and immediate concerns (e.g. personal finances)
- \* *Explores* strengths and areas for development through skills analysis and self-assessment
- \* *Empowers* people and increases self-confidence through group-work and sharing of resources
- \* *Equips* individuals with requisite skills to search and prepare for their new role

#### ***Benefits to the Organisation***

- \* *Projects* a positive image of the organisation
- \* *Helps* alleviate feelings of anger and fear associated with change and transitioning
- \* *Increases* employee motivation
- \* *Improves* ability to retain key staff during times of change

## Option 2:

# *Executive Outplacement & Career Transitioning*

### ***Programme Outline & Features***

- \* Comprehensive psychometric profiling
- \* One-to-one feedback, on-going executive coaching
- \* Tailored to individual's own needs

#### *Content areas can include;*

- Preparation of a personal development plan (PDP)
- Career profiling, networking and personal impact
- CV design and Interview preparation
- Managing practical concerns including tax, pensions and personal finances
- Support and coaching in your new job/role

### ***Logistics:***

- \* 5-7 sessions recommended per person – inclusive of psychometric profiling & feedback, coaching, expert input from corporate psychologists & HR recruitment professionals, access to relevant literature, materials & resources.

### ***Benefits to the Individual***

- \* *Increases* self-awareness, highlights strengths & emphasises the positives
- \* *Equips* individuals with requisite skills to search and prepare for their new 'best-fit' role
- \* *Helps* make the transition a positive move forward for the individual
- \* *Provides* access to expert and bespoke resources

### ***Benefits to the Organisation***

- \* *Projects* a positive image of the organisation
- \* *Helps* alleviate feelings of anger and fear associated with change and transitioning
- \* *Increases* employee motivation
- \* *Improves* ability to retain key staff during times of change

## Option 3:

# *Early Career Transitioning & Outplacement*

### ***Programme Outline & Features***

- \* Online psychometric profiling
- \* One-to-one feedback, coaching and guidance (duration 1 ½ - 2 hrs)
- \* Career assessment and advice on job search
- \* Practical expert advice on CV design, interview preparation and managing your career going forward
- \* Participant workbook and tools to assist personal growth and development

### ***Logistics:***

- \* 2 – 3 sessions recommended –  
Inclusive of psychometric assessments, face-to-face feedback, workbook and additional resources.

### ***Benefits to the Individual***

- \* *Helps* people to understand their potential and how to use it to their advantage
- \* *Increases* self-awareness
- \* *Empowers* individuals and increases confidence
- \* *Equips* individuals with the requisite skills for finding a new job

### ***Benefits to the Organisation***

- \* *Projects* a positive image of the organisation
- \* *Helps* alleviate feelings of anger and fear associated with change and transitioning
- \* *Increases* employee motivation
- \* *Improves* ability to retain key staff during times of change

# Contact us today

For more information on these or any of  
our services please call

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