

IT'S ALL ABOUT TRANSITION

Outplacement Outdated?

For many years '*Outplacement*' has been the popular term for the assistance given to those who are required to leave organizations as a result of restructuring. At Career Analysts we prefer to use '*Career Transition Support*' to define this important service which sits comfortably within our suite of Career Management programmes.

Outplacement carries with it the suggestion of a one way process; the individual is being exited from the organization to some point in their future horizon. Career Transition more positively implies that this is another phase of a continually evolving Career Path, a journey we are all on. Career growth and change is a constant, whether we like it or not.

The Career Analysts team is passionate about empowering our all our clients to embrace the opportunity to consciously drive their careers. Experience and client feedback indicates to us that the provision of a Career Transition programme can dramatically empower an individual to become the Driver rather than the victim of the change imposed upon him/her.

Along with the critical Job Search Ready support (from CV writing to Interview Skills to Networking Strategies) our clients are empowered to proactively take charge and manage their careers - the opportunity of a lifetime for which our individual clients, your people, are profoundly grateful.



International trends

Last month we gave you a link to the Aberdeen Report *Outplacement Builds its Value on Engagement*'. The striking outcome of this report was that '48% of organizations with formal outplacement programmes have greater than 60% of workers that are highly engaged compared to just 33% of those that don't. However of the one-third of organizations in that sample that do not offer outplacement services, there seems to be a clear disconnect between the perceived link of outplacement to any business driver.'

The impact of positive support for those leaving and the organization overall is wide reaching and clearly important for our New Zealand clients also.



New Zealand's Feedback

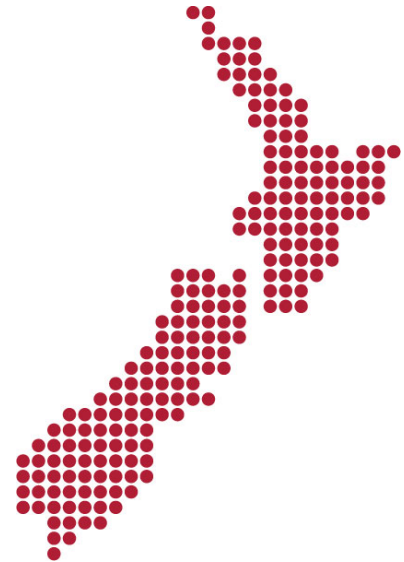
What you had to say about Career Transition Support

Thank you to all our respondents in our recent Career Transitions Trends Survey. We really appreciate the depth and breadth of your responses.

We wanted to share some of these interesting findings with you:

What are the key drivers behind your decision to use Career Transition Services for your staff?

- 85% Concern for impact on affected staff
- 80% To maintain the company's employment brand and reputation
- 65% Maintain engagement and alignment of remaining staff'



What is most important to you in the early stages of restructuring?

- 85% Supporting the management team in the restructuring process
- 85% Briefing key internal managers involved in decision announcements

Increasingly our client organizations are asking for input from us in the early stages of restructuring. Dealing with messaging around restructuring can be a stressful process for many Managers and may be an area they have minimal experience in. Our Career Analysts' team has a great depth of expertise and can assist you in this area. We can provide expertise and assistance in preparing communications and coaching your leaders with specific strategies to manage the change in the best way possible.

Thorough preparation from messaging through to logistics can have a significant positive impact on outcomes for all those impacted by the changes.

60 % of Respondents also reported that communications support in **Pre-event Planning** was highly important when managing an organisational restructure.

In addition to this some specific comments were made seeking additional support for managers/remaining staff.

'Coaching on how to handle the following days after decisions have been announce, particularly the awkward conversations and feelings of guilt form the manager'

'Support around those who survive'

'Trauma/major incident counselling'

We would welcome any of your enquiries around this sort of support that we offer as a value-add to our Career Transition Services



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