



Outplacement

OUTPLACEMENT – A SUPPORT FOR NEW ORIENTATION

The ending of a working relationship is a very personal event in one's life for most of those involved and this goes hand-in-hand with a difficult phase of emotional processing. Therefore, responsible employers do not leave employees directly to their fate following receipt of resignation and take on a pro-active role of social responsibility instead.

We have been involved in the human resources environment for many years and understand the Swiss employment market and its requirements very well. We apply this professional know-how in a suitable, target-oriented, situation-specific way for the affected employee who has lost their job. We see ourselves as objective, trustworthy individuals and we will support the affected person as a partner in what is a challenging period for them. Together we will develop with them new and realistic perspectives.

THE PROCESS OF THE OUTPLACEMENT

Situation assessment

At the company level as well as the level of the affected employee

Skills assessment

Appraisal of experience, ability and wishes of the candidate. Carrying out of our personality check.

Definition of a search strategy

In cooperation with the candidate a strategy will be defined as to how they can search efficiently and in a manner which has good chances for success.

Search process with supporting measures

Adequate and target-oriented self-marketing is the key to substantial success and increases chances in the employment market. We conduct evaluation and discussion of the existing application documentation jointly with the candidate and carry out interview trainings, including video recording and analysis. Our extensive and well-appreciated training documentation, which we provide to the candidates supports them with diversified theory about the topic. On top of that, the documentation includes valuable and practice-proven checklists as well as tangible examples for the overall application process.

Follow up care

Regular accompaniment of the candidate through constant coaching during the trial period to guarantee a new orientation and ensuring a good chance of success.



THE TARGET OF REINTEGRATION OR NEW ORIENTATION OF THE CANDIDATE IS THE CLEAR FOCUS.

It is important for us that we provide the affected person with the possibilities and the platform to work through the situation they have experienced, to come to terms with the resignation as well as to strengthen their self-confidence and to enable them to find their path for successfully carrying out further steps that they will face.

OUR MODULES IN THE AREA OF OUTPLACEMENT

Mini & standard outplacement

- 6 resp. 12 advisory discussions each approx. 2 hours
- Preparation and evaluation of the meetings by the coach
- Personality check including expert opinion report
- Handover of a comprehensive manual
- Telephone support during the entire process
- Regular contact with the contracting party

Premium outplacement

We recommend this version for candidates whose new placement in the employment market will be challenging.

- Framework of time of 6 months (one meeting per week of approx. 2 hours)
- Preparation and evaluation of the meetings by the coach
- Personality check including expert opinion report
- Handover of a comprehensive manual
- Telephone support during the entire process
- Regular contact with the contracting party
- Follow up care during the trial period

Your contact for this service is:

Denise Hohl

Steffen & Partner llc
Scheuchzerstrasse 64
CH-8006 Zürich

T +41 (0)44 260 10 40
hohl@steffen-partner.ch

