

# INSIGHTS

## **OUTPLACEMENT –** **What Makes a Truly** **Excellent Program?**

You put a great deal of thought and consideration into the necessity of separating employees from your organization. These valued members of your company have dedicated their time and efforts for years and in many cases must leave due to no fault of their own. What your employees experience during separation and their treatment upon departure reflects on your organization. Central to a contemporary separation with a holistic approach to current needs and demands is an expert Outplacement program. For over 30 years, Career Partners International has designed and delivered top of the line career transition support throughout the world. Below are the critical elements of an outplacement approach that get's results others don't and is marked by the dignity and respect supportive of your organization's culture and brand.

### **Individual Coaching**

CPI's coaches are world class with years of experience and local market knowledge and networks. The most powerful coaching comes from building relationships and learning the unique needs of each candidate. In lesser outplacement programs, coaching is often cast to whoever is available from wherever at the time or left out entirely. Repeatedly switching the coaching flow sub-optimizes progress. Think of your last call center experience when you were transferred from one attendant to the next, and the next. How did you feel? And that was for an issue likely less important than a career!

### **Technology to Enable, Not Replace**

Pairing great coaching with leading technology creates a holistic program to fully support candidates. You are relying more heavily on technology to recruit employees than ever before. If an outplacement program does not account for this change it is missing a major component. CPI's technology suite adapts to the new employment reality with tools like Job Scan to match ATS programs, Video Interview practice, resume builders, weekly webinars, and much more. All this technology is mobile friendly and accessible from anywhere in the world.

### **Immediate Support**

CPI believes in immediate support of both organizations and separated employees. Our coaches are trained to provide on-site support the day of a separation to immediately engage with former employees and help them begin taking steps in the right direction. Our team is available to coach Human Resources and Management through the appropriate steps in preparing for layoffs and to work with team members who remain after a separation. This is a trying time for both individuals and organizations, with CPI's support this transition can be made as smoothly as possible.





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## Choices

Part of the CPI outplacement program is taking time to evaluate a candidate's options in moving forward. For many, this will be returning to a similar role as quickly as possible. For others, the evaluation goes deeper, and alternative choices may be more attractive. As an example, some senior executives choose to start consulting instead of returning to a standard 9-5 role. The entrepreneurial program is appropriate for them. Alternatively, if a separated employee is nearing retirement, this might be an appropriate time to begin that next phase of life. For them, CPI has the New Horizons program with proprietary and validated assessment

tools to begin holistically planning for retirement. Importantly, CPI caters to each candidate's unique needs, providing choices not a one-size-fits-all system.

## Consistency

Career Partners Internationally is truly that, International. In over 50 countries, our Partners are the best in their region and share our values. If your organization is a single location, National, Multi-National, or globally prolific you will experience the same high-quality delivery everywhere. For programs with 1 to 1000 candidates, CPI delivers consistently with constant reporting back to the client. Organizations

working with CPI know the quality and individual attention their candidates will receive around the globe.

Taking the time to find the right career transition and outplacement programs for departing employees is essential to maintaining a good employer brand. With CPI, over 80% of candidates land in equal or better positions than those they previously left. Success rates like this provide organizations peace of mind and help former employees move forward. Settling for subpar outplacement providers may provide a short-term financial benefit, but by partnering with a quality provider, you fortify your status as an employer of choice and set yourself apart from the rest of the market.



PERSOLKELLY Consulting is a leading global human resource consulting and professional services company. With offices across Asia, and Japan (through collaboration with PERSOL Research and Consulting), we are committed to shape the future workforce by empowering individuals, organisations and societies.

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For more information please visit [www.persolkellyconsulting.com](http://www.persolkellyconsulting.com)



Career Partners International enhances organizational performance and people's lives every day! As a global leader in talent management consulting since 1987, organizations of all sizes and industries trust Career Partners International for the very best outcomes to their most challenging and important talent strategies and initiatives.

With the most experienced and respected consultants in more than 45 countries, Career Partners International provides clients with one-on-one access to local experts in talent development, career management, executive coaching, outplacement and career transition services to successfully assess, engage, develop and transition talent to drive organizational performance.

More information may be found at [www.cpiworld.com](http://www.cpiworld.com)

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