

# OUTPLACEMENT

Protecting your employer brand during periods of transition through the redeployment of identified employees. Badenoch & Clark can provide a detailed and results focused outplacement programme to support our clients going through periods of transition. During these sometimes difficult periods, the protection of your employer brand is vital, and the redeployment and support you provide employees at risk, or indeed those facing redundancy, is key to maintaining a positive reputation.

OUR OUTPLACEMENT METHODOLOGY IS BUILT IN FOUR STAGES:

1

## Information gathering

Initially, and in order to best tailor our outplacement packages, we look to gather information on the employees that are engaging in the programme. It is imperative that we understand their role and position within the business, performance levels, and level of engagement in the outplacement programme itself.

2

## Preparing for a job search

We will provide one on one, or workshop training to your identified employees, to develop:

- .....> CV and profile writing
- .....> Interview technique
- .....> Networking and market related issues and insights

3

## Assessment & interview skills

A mock assessment centre comprised of a fully structured and scored competency based interview by two consultants, including a presentation. This stage will also include psychometric assessment.

This is followed by detailed interview feedback and personality profiling with an Occupational Psychologist.

4

## Ongoing support, networking & applying for roles

This comprises structured feedback sessions drawing together the outputs from all previous activities, delivering a series of follow-up actions designed to address areas for improvement or specific areas of weakness, including coaching.

## BENEFITS OF PARTNERING WITH BADENOCH & CLARK FOR YOUR OUTPLACEMENT PROGRAMME



*Constant access to new job opportunities in the market and sector*



*Providing insight into senior level movements within other organisations to help you understand the trends of the market*



*Experts in the depth of knowledge and information required from candidates and clients alike for successful senior level recruitment*



*Opportunity for candidates to discuss and compare their own methods and findings in the markets as well as their own professional contacts so we can utilise our networks alongside yours to maximise opportunities*