

Outplacement
Personal Support

Outplacement – Personal Support

Context

It is a simple fact of working life that people's employment with an organisation will end. This will be for one of a number of reasons;

- Redundancy; a victim of circumstance and economic forces. This doesn't mean the individual has failed but it still means loss of a job and income
- Agreed departure; there isn't a formal redundancy exercise but a mutual acceptance the relationship has come to an end. This may be the result of a loss of confidence or, to describe it simplistically, the face no longer fits.
- Frustration; given at least two-thirds of people are not motivated by their job, it is no surprise people do, on occasions, allow their unhappiness to show. Again, this may lead to a breakdown of the employment relationship
- As an alternative to a Disciplinary Process; both parties prefer a more elegant exit
- Dismissal as a result of a formal process being followed
- Retirement, albeit for many people this is an opportunity to do something else, perhaps something they love
- Resignation; hopefully for another job but sometimes because the pressure and stress are too great

Whatever the reason, the unfortunate outcome is someone has lost their employment. Inevitably, people react in different ways;

- Anxious; how will the family take the news? Can mortgage payments be met? Who will employ someone who has been "sacked"?
- Angry; why me? How dare they? This is not how treat someone with years of service
- Loss of Confidence; it isn't just a job that is lost but a sense of purpose and self-belief. The reason to get out of bed in the morning has been taken away, friends at the former place of work are remote and self-confidence has been badly damaged
- Scared; what will the future hold?
- Optimistic; dragged from inertia and made to assess the future. There is a whole new world out there

Moving Forward

For most people losing their job, there is a lack of understanding of the support which can be available.

One type of help is outplacement.

The Work Horizons Process

Work Horizons is an online career development coaching tool, particularly applicable in times of employment turmoil as an outplacement provider. This can be a vital lifeline to an individual when they are faced with the loss of their job. Membership can also be bought by an employer, perhaps as one aspect of a settlement agreement or as part of a redundancy process.

How does it work?

Work Horizons provides tailored outplacement packages, centred around a website with high quality content, supporting career planning and job hunting. This service is available online, 24/7 through any PC or mobile device. It is focused on helping people to:

- Work out what would bring purpose and meaning to their career and life
- Find the right job or start a self-employed business
- Survive and thrive in their new job or business
- Deal with the effects of re-structuring positively

What is the support available?

With Work Horizons people are supported with:

- Review and assessment of the role that they have been doing
- Exploration of what they want and need from a new job
- Personal branding and online presence
- Building relationships with good agencies
- Creating a CV
- Sourcing vacancies
- Preparing for interviews
- Assessing a potential job and accepting an offer
- Dealing with rejection
- Exploring ideas for self-employment

Work Horizons programmes have been created and delivered by highly qualified, experienced career coaches and work specialists. The content includes videos, articles, templates, questionnaires and access to social media.

Conclusion

Employers are not typically uncaring, irresponsible or immoral people. They know dismissing someone from their job has many ramifications and are generally sympathetic. They know it will cause personal difficulties.

Sometimes the end of the employment relationship can result in a Settlement Agreement being offered. On the other hand, the situation may be far more confrontational and difficult.

This can all lead to a turmoil of emotion and concern. The Outplacement Support that is offered through Work Horizons is effective and can help guide an individual through a difficult and turbulent time.

To get an understanding of the support available, visit the website at www.workhorizons.com or contact Rob Ball by email rob.ball@workhorizons.com or call 0121 663 1545.

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