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## Outplacement Service

<b>Who:</b>	A major UK utility company.
<b>Critical Issue:</b>	Asked me to provide an outplacement service, fully paid for by them, that was tailored to individual needs and provided employees with all the support they required to secure a new job as quickly as possible.
<b>Reasons:</b>	The company wanted to send a positive message to all employees and create a culture of individual care that permeated the company.
<b>Capabilities Required:</b>	The utility asked that the outplacement service comprise a creative blend of consulting, coaching and training, be totally bespoke and support employees until they find a new job.
<b>What I provide:</b>	<p>The service starts with a diagnostic of skills, personal values and career drivers. I give support to deal with the emotional aspects of changing job. Once individuals have a sense of the job they will look for, I provide unlimited support and coaching in:</p> <ul style="list-style-type: none"><li>• CV writing (adapted to each job)</li><li>• Psychometric testing (if required)</li><li>• Optimising their LinkedIn profile</li><li>• Searching for jobs</li><li>• Using personal networks to access hidden job markets</li><li>• Writing job applications/cover letters</li><li>• Preparing for interviews</li></ul>
<b>Results:</b>	While letting an employee go is always difficult, the company wanted to motivate employees (at least try) to leave on a high.
<b>Benefits:</b>	90% of outplacement employees are still 'ambassadors' for the company.