



## OUTPLACEMENT – EXITING MADE EASIER

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**June 2010**

Over the past year we have seen an increase in employees exiting organisations – not by their own choice - and most of these people are feeling unmotivated and lacking in self esteem.

As a great employer what can you do to make an exit a positive experience for an individual? An exit that invests in your employee's future, protects your brand and maintains morale in the workplace?

Many employers are turning to outplacement services as an option to show that they truly value their employees, even though they can no longer afford to keep them. And with trends suggesting unemployment figures are decreasing slightly it is a really good opportunity to provide departing employees with something tangible to assist them with their next challenge.

Outplacement services can provide a range of strategies to support exiting employees with the transition. From one on one support including CV preparation, interview technique training, personal presentation and networking skills training to more specialised career transition programmes for people wanting a change a job, lifestyle or industry, outplacement can provide departing employees with the tools to get them on their way.

Recently I was working with an organisation who is making a number of people redundant. We worked with one of their employees and provided her with career transition support and advice which included using a tool to determine her career aspirations, where her strengths and abilities lie and put in place a clear plan to help her achieve her goals. While she has been amazing Legal Executive and has enjoyed every minute of her role, she was also really passionate about writing. After working through the programme and talking through the details of her profile she has decided to take some time out to develop her writing skills with a view to writing a children's book. How is that for a change in direction?

By providing exiting employees with support on leaving you are sending a clear message to employees who are staying. You are saying that you value your employees and that you are willing to invest in their futures (even if it is no longer with your company). Outplacement can also have a positive effect on those who remain assisting with staff morale and retention.

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