

Case Study

Employee Support Programmes

Reinsurance - Run Off
Financial Services - Office Closure
Reinsurance - Redundancy due to off-shoring of business

These organisations were faced with the need to maintain existing business activity over extended periods 6-18 months having advised staff of impending closure / relocations and transfers of business overseas.



The Issues

- The business imperative in these cases was to maintain client services
- Manager and staff support was essential to maintain momentum
- Personal agendas, career options and redundancy fears were to the fore



The Methodology

- Consultants facilitated and coached the organisations own staff.
- Support for Management implementation teams for project duration
- One to one support for employees to explore personal concerns and career needs
- Skills audit, personal development planning and psychometric profiling
- Practical support in all aspects of job search, career management and self marketing Advice helpline
- Open ended extended support for job seekers after business cessation
- Personal Counselling, dedicated consultants
- On call interview preparation sessions



The Results

- *I genuinely felt they made a difference. During a difficult time they helped maintain my self-esteem they gave me something to aim for, think about and look forward to. Most importantly, the plan worked!*
- *I am re-employed in a market I know and enjoy. I work for a company that values and supports its personnel, selling a product that is set to do well. I could not be happier, but will continue to play the lottery anyway!*



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