



REDEPLOYMENT & REDUNDANCY CASE MANAGEMENT

Supporting organisational transformation

EMPLOYEE WELLBEING

In today's rapidly changing environment, organisations need to continually restructure to adjust to prevailing economic and market conditions. Prudent leadership recognises the need to do it right - this is where our services come in. How you restructure your organisation and prepare it for high performance following transformation is directly impacted by how you manage the transition and departing employees.

A global research study by Right Management from 1,700 organisations in 10 countries revealed that:

Four out of five organisations worldwide rely on outplacement services during restructuring, merger, or leadership change.

Employees in career transition value one-on-one coaching more than targeted job leads.

Middle managers are more likely than senior executives to receive outplacement services.

Organisations offering outplacement services have far less industrial backlash from separated employees.

SERVICE OPTIONS

We offer services to support employees, Human Resource and line managers -each organisation can select those that suit their unique needs.

We offer three tailored options that will assist and support your employees during this time of major change:

OPTION

1

Program delivered internally, managed by Human Resources. We can provide policy, training, processes and templates to support internal program delivery and effective management of affected employees.

OPTION

2

Program delivered by Consultant, managed by Human Resources. We can deliver an efficient process for all affected employees.

OPTION

3

Hybrid approach. Working together with the HR team, we can lighten the load by providing training, sharing our processes and templates, or by taking on the more time-consuming case management.



THE PAYOFF FOR EFFECTIVELY MANAGING OUTPLACEMENT

Whether in times of economic boom or downturn, organisations are undergoing constant transformation and accordingly may be faced with the need to prepare for staff redundancy and terminations.

Downsizing has an enormous impact on employees transitioning out, their families, the organisations' clients and suppliers, the local community and the employees that remain behind.

Social media is having an increasingly larger impact; with feedback about how organisations are behaving, particularly tales of woe from exiting employees, being shared - whether accurate or not.

The payoff of having an effective redeployment program is that it can:

- Improve morale;
- Minimise anxiety;
- Improve talent retention;
- Reduce costs of unemployment periods;
- Safeguard against IR claims; and
- Strengthen brand reputation.

OUR SERVICES

We work with Executives, HR professionals, Line Managers, Selection Panels and employees from when they are first identified as surplus to requirements through to placement or severance. Our services cover:

- Impact assessment of organisational change on redeployment and redundancies;
- Policy, processes, templates, information booklets;
- Training for HR professionals;
- Support for Line Managers;
- Training and templates for Selection Panels when assessing referred employees;
- Group workshops and training for employees;
- One to one case management of employees;
- Broad-based career counselling for employees; and
- Our methodology is in line with legislation and industry standards, and maintains a focus on treating displaced employees with dignity and respect throughout, while ensuring that all parties are apprised of process, progress and next steps.

WHY ORGANISATIONS CHOOSE US

- We have a methodology that is intelligent, logical, and which produces outcomes that meet organisational requirements;
- We work with our clients to tailor the program to meet their specific needs;
- A case-management approach that matches the right consultant to each individual client;
- A range of workshops, programs and job databases and networks; and
- A reporting system that tracks all activity to ensure our clients are able to monitor timelines and outcomes.

Contact us to arrange for an impact assessment of organisation change on redeployees and redundancies. Hone in on the key issues to manage in your organisation when planning and budgeting for an effective outplacement process.

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PRICE

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