



Outplacement Support

Providing support to companies to help to equip individuals to take on new roles within or outside of the organisation. Understanding the individual's needs and aspirations, searching for potential roles and equipping the individuals for success in new surroundings.

Issues

- You need to downsize but wish to support your staff in finding new roles
- Your goals have changed and need your staff to focus on new roles and responsibilities that require different skills
- You want quick restructuring but want to avoid compulsory redundancies
- You want to minimise the cost and the risk of making these changes

Benefits

- Advice and guidance from experienced job search professionals
- Proven systematic approach to minimise disruption and cost to ongoing business
- Expertise to help smooth the transition
- Individuals equipped for new roles
- The company is seen as ethical, responsible and still in control

The product in action - a case study

The Client

Ineos Chlorvinyls - one of the major chlor-alkali producers in Europe and a global leader in chlorine derivatives.

The Need

As the business has restructured to become more competitive, the individuals within it have had to be equipped to take on new roles. Individuals were to be found suitable new roles either within the organisation, its sister companies or elsewhere.

What we did

Eric Thompson and John France have worked with the individuals to help them identify their transferable skills and the job roles that they were equipped to tackle, and then equip them with the tools they required to win the roles they had identified through competitive selection. The consultants worked with the management team to identify potential roles and arrange trial secondments to these roles where appropriate, so that both company and individual could be certain that they were making the right decision.

Consultant(s): Eric Thompson , John France

How the client benefited

Restructuring proceeding without compulsory redundancies. Company reputation for dealing fairly with its staff preserved. Cost of recruiting new staff minimised through re-equipping existing staff.

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