



Career Management & Outplacement

Career Management services involve challenging individuals to increase self-awareness, develop career goals and to plan a strategy so that goals can be achieved. This includes strategies to improve identified areas for development as well as assisting to remove potential 'road blocks'.

What is Outplacement?

Outplacement is a service designed to offer professional and practical support and reassurance to departing staff. Employees can be badly affected by redundancy and the provision of outplacement support enables individuals to accept the reality of the situation, mount an effective job search and evaluate alternative options.

Slade People Solutions has extensive experience in Career Management and Outplacement solutions. Our dedicated team of Consultants and Career Management specialists pride themselves on providing individual face-to-face sessions. Our programs are designed to provide individuals with sensitive and practical support in what can often be a very emotional and difficult time. We have experience in managing both large scale and individual redundancies across a range of industries and at diverse salary levels.

Our services include:

- Emotional Support
- Resume Coaching
- Small Business Advice
- Search Strategies and Recruitment
- Networking Strategies
- Financial Planning
- Retirement Planning
- Administrative Support and Office Facilities
- Interview Coaching
- Job Search Strategies
- Career Assessment & Planning

Our strong recruitment relationships also ensure that our Career Management consultants are constantly up to date with industry knowledge and market trends. These relationships also provide a strong foundation for assisting the individual back to the workforce.

Prior to a redundancy situation arising, a workshop or individual session can be provided for Managers to reinforce the importance of handling the notification in a caring and professional way but also in a legally acceptable manner. Further assistance can also be provided to "surviving" employees to encourage optimum ongoing performance.

Benefits to your organisation:

- Protect your organisation's brand and reputation as a fair employer
- Preserve the moral and motivation of remaining staff
- Ensure a smooth and supportive environment throughout the transition process

Monash University contracted Slade People Solutions to provide counselling and career transition support to staff of its Faculty of Information Technology during the largest faculty restructure in Australia. We chose Slade People Solutions because of our long and successful relationship with Slades in this and other areas, and because of Slades' long experience in higher education. Slade People Solutions understand the complexities of staff relationships in the higher education sector, and in particular in dealing with the delicate situation of staff redundancies.

We found Slade People Solutions to be highly professional in their dealings with us, and the coordination of the provision of counselling and career transition support with the university's internal processes went very smoothly. Slade People Solutions provided support to faculty staff who were leaving the university as well as to staff who were continuing with the university but who required support during the restructure. Slade People Solutions maintained close contact with university managers and displayed exemplary sensitivity and confidentiality.

Andrew Picouleau, Monash University