



Page Outsourcing

Career Transition and Outplacement Service

Introduction to PageGroup

We are one of the world's best known and most respected specialist recruitment consultancies. We deliver recruitment services to clients through a network of 142 offices across 36 countries. Our vision is to increase scale and diversification of PageGroup by organically growing. Within each of our 4 brands, we have teams that specialise in profession and sector thereby offering true specialist expertise across the widest range of business areas.



Page Executive

The executive search division of PageGroup, Page Executive offers a range of search, selection and management solutions for organisations needing to attract and retain their leadership talent. The roles on which we focus typically sit at the sub-board and board levels.

Michael Page

The original PageGroup brand, Michael Page is comprised of 25 disciplines, each providing a service to a specialist area of the market. Operating at the qualified professional and management level, Michael Page recruits on a permanent, temporary, contract or interim basis.

Page Personnel

Page Personnel offers specialist recruitment services to organisations requiring permanent employees or temporary and contract staff at technical, administrative, professional clerical, and junior management levels.

Page Outsourcing

Page Outsourcing has been created to meet the growing demands of our clients. Leveraging the internal capabilities of our elite recruitment specialists in offering customised solutions for high-volume hiring and specific project needs, across all levels of the market.



Partnering with PageOutsourcing

PageOutsourcing



Advisory, Audit and Report

- Attraction / Retention / Workforce Planning / EVP / Org Design / Career Transition
- Project Management, Business Change and Strategy
- Digital & Technology Transformation



Project Managed Solution Design and Execution

- Variety of Delivery Models; Agile, User Centred Design etc
- Full Project Lifecycle; Alpha, Beta, Live, Test, Results
- Embedded Knowledge Transfer and Best Practice
- Delivering & Executing Project Outcomes



Outsourcing and Managed Service Provision

- Tailored or Modular Outsourcing Services
- Scalable Models and Timescales
- Aligned to our Core Service Offerings, Sectors of Expertise and Knowledge



Business Intelligence, Data & Insights Offering

- PageInsights
- Thought Leadership in White Papers
- Consultation with our In-House Teams and Consultant Networks





Supporting Career Transitions

PageOutsourcing recognise that change is inevitable, particularly in the current climate, with organisations needing to transform their workforces in order to ensure they adopt the most effective and efficient structures.

As part of our Career Transition service PageOutsourcing can support our partners with Outplacement services. We provide the practical and emotional support to enable employees to navigate the complexities of the current job market, allowing a quick and successful transition into new career opportunities.

We support employees across all sectors and levels, providing cost-effective and tailored programmes to suit any requirements and budget.



Onsite support for the transition

From planning the transition to making the announcement, we understand the importance of helping professionals through the transition, the sensitivity of the matter and the importance of protecting your reputation.



Effective support to prepare professionals for the job market

As trained recruitment consultants, this is our expertise. Our comprehensive coaching sessions assess professionals against a range of criteria to ensure we are in the best position to offer suitable advice and opportunities. Additionally, we provide emotional support through difficult transitions, prioritising the importance of counseling and mental health support as well.



A proven track record for helping candidates move

With access to our local, regional and global network of specialist recruitment consultants and thousands of potential employers, we find new career opportunities that fit both technical and personal competencies.



Outplacement Services



Core

Workshop or Drop-in Support for Multiple Employees

Managing Change, CV and Letter writing, Personal Brand and Online Presence, Interview and Presentation, Job Search, Networking and Engaging with Agencies



Blended

Workshop or Drop-in Support & 1:1 Career Planning

Career planning exploring all career options from employment to retirement, Follow-up support to ensure a robust plan is implemented



Professional

1:1 Practical and Flexible Career Transitioning Service

In-depth career coaching, covering all aspects of the career transition



Executive

1:1 Senior Leadership Career Transitioning and Peer Career Coaching

Navigate critical personal decisions and the complex challenges associated with senior leadership transitions



Core

Workshop or Drop-in Support for Multiple Employees

Practical and emotional guidance for employees during their career transition



£500 per employee



1 day Programme

Workshop

OR

Drop-in



Minimum of 5 employees per workshop

Minimum of 5 employees per drop-in session (half day session)



2 x 2 hours Workshops

- Workshop 1: CV Writing and Interview Guidance
- Workshop 2: Job Search, Engaging with Agencies, Personal Brand and Online Presence

Dedicated resource via various pre-booked and bespoke sessions for 30 mins per employee



Use of Online Resources

CV and Interview Support Videos and Guides, Targeted Job Match Tools



Access to PageGroup Network

Introduction to specialist Recruitment Consultants, Networking, Events, Online Job Search, Targeted Job Match



Access to Employee Assistance Programme

3 month access to PageGroup EAP to support with practical advice and wellbeing



Blended

Workshop or Drop-in Support & 1:1 Career Coaching

Practical and emotional guidance for employees with additional 1:1 personalised support during their career transition



£1000 per employee



6 week Programme

Workshop

OR

Drop-in



Minimum of 5 employees per workshop

Minimum of 5 employees per drop-in (half day session)



2 x 2 hours Workshops

- Workshop 1: CV Writing and Interview Guidance
- Workshop 2: Job Search, Engaging with Agencies, Personal Brand and Online Presence

Dedicated resource via various pre-booked and bespoke sessions for 30 mins per employee



Use of Online Resources

CV and Interview Support Videos and Guides, Targeted Job Match Tools



Access to PageGroup Network

Introduction to specialist Recruitment Consultants, Networking, Events, Online Job Search, Targeted Job Match



Access to Employee Assistance Programme

3 month access to PageGroup EAP to support with practical advice and wellbeing

In addition: 1:1 Personalised Career Transition Support and Cognitive Ability and Psychometric Testing

• Cognitive Ability and Psychometric Testing

SHL Cognitive Ability Assessments Providing a fair and objective assessment of cognitive ability

SHL Psychometric Testing

The self-report personality questionnaire will describe behaviour, preferences and attitudes in relation to different aspects of the working life.

- **1 hour Pre-workshop/drop-in planning session** - exploring all options: full-time employment, contracting, entrepreneurship, active retirement, or portfolio career
- **30 mins per week post-workshop/drop-in support for 6 weeks**, focused to both emotional and practical support





Professional

1:1 Practical and Flexible Career Transitioning Service

In-depth, personalised and flexible career coaching, spanning all aspects of the career transition



£1500 per employee



12 week Programme



Onsite or virtually embedded support for the transition

From planning the transition to managing the announcement, we understand the importance of helping employees through the transition, the sensitivity of the matter and the importance of protecting your reputation.



2.5 hour career planning session with employee to build bespoke programme, exploring all options: full-time employment, contracting, entrepreneurship, active retirement, or portfolio career.



Career transition coaching offering support on a wide range of topics, to include:

- Guidance on Managing Change (emotionally and practically, communicating with loved ones)
- CV Writing and Job Letters Guidance
- Interview, Communication, Presentation and Influencing Support and Simulations (face to face, telephone and video interviews)
- Job Search (best platforms to search for suitable roles, engaging with agencies, how to use your time effectively)
- Personal Brand (managing your online presence, Linked In Profile creation/review, Building a network)
- Market Intelligence (Trends and landscape of the market, remuneration guidance and negotiation support, company insights at a local level)
- Access to PageGroup Network (Introduction to specialist Recruitment Consultants, Networking, Events, Online Job Search, Targeted job match)



Access to Employee Assistance Programme

3 month access to PageGroup EAP to support with practical advice and wellbeing



Cognitive Ability and Psychometric Testing

SHL Cognitive Ability Assessments

Providing a fair and objective assessment of cognitive ability

SHL Psychometric Testing

The self-report personality questionnaire will describe behaviour, preferences and attitudes in relation to different aspects of the working life.



Bespoke Action Plan

Regular and tailored contact during the transition



Executive

1:1 Senior Leadership Career Transitioning and Peer Career Coaching

Navigate critical personal decisions and the complex challenges associated with senior leadership transitions



£2500 per employee



6 month Programme



Onsite or virtually embedded support for the transition

From planning the transition to managing the announcement, we understand the importance of helping employees through the transition, the sensitivity of the matter and the importance of protecting your reputation.



2.5 hour career planning session with employee to build bespoke programme,

exploring all options: full-time employment, contracting, entrepreneurship, active retirement, or portfolio career.

Personalised Peer to Peer Coaching

Dedicated PageGroup mentor/sponsor offering support on a wide range of topics, to include:



- Guidance on Managing Change (emotionally and practically, communicating with loved ones)
- CV Writing and Job Letters Guidance
- Interview, Communication, Presentation and Influencing Support and Simulations
- Job Search (best platforms to search for suitable roles, engaging with search firms, how to use your time effectively)
- Personal Brand (managing your online presence, Linked In Profile creation/review, Building a network)
- Market Intelligence (Trends and landscape of the market, Remuneration guidance and Negotiation support, Company insights at a local level)
- Access to PageGroup network (Introduction to specialist Recruitment Consultants, Networking and Events)
- 180/360 Degree Feedback to Increase Self-awareness
- Referencing and Testimonial preparation
- Financial Planning and guidance
- International Mobility/ex-Pat Career Service
- Ongoing Onboarding Support to Ensure Successful Embedding (managing notice period and handover)



Access to Employee Assistance Programme

6 month access to PageGroup EAP to support with practical advice and wellbeing



Cognitive Ability and Psychometric Testing

SHL Cognitive Ability Assessments

Providing a fair and objective assessment of cognitive ability

SHL Psychometric Testing

Providing differentiation between management and leadership in terms of the widely recognised distinction between transactional and transformational styles.



Bespoke Action Plan

Regular and tailored contact during the leadership transition



Why PageGroup?



One point of contact

Account management approach ensures consistent service delivery



Specialist knowledge

Expert consultants partner with you during this critical process



Extensive network

Our superior network extends globally, ensuring ample career opportunities



Full consultation

We take the time to understand people, their competencies and career aspirations



Quality assurance

Our track record shows our successful qualitative consultation methodology





Our Process

1

Understand the assignment and plan the process

Research background and development of the business direction in order to shape the communication plan and project impact on affected staff.

Devise a plan to meet expectations in a reasonable and timely manner, tailoring the plan to suit business needs and schedule.

2

Announcement support

Onsite support assisting in explaining the decision from an objective perspective, keeping the emotional and practical impact in mind.

Supporting your people accept the decision and focus on moving beyond.

3

Engaging affected employees

Engage employees over the phone, via workshops or one on one in person / video call, depending on the bespoke package created. Designed to offer employees the practical help, emotional support and guidance needed to assist them in their career transition.

4

Job search preparation

Connecting employees with relevant networks, recruiters, support functions and events to facilitate the transition.

We also ensure they received targeted job leads through our innovative job match technology.

5

Proactive report and follow up

Update with confidential progress report on affected employees to ensure services are delivered as agreed.

Support doesn't end with the end of our agreed contract and employees will be given the opportunity to stay in touch.



Career Transition and Outplacement Support

Sector/
Industry:
Retail

Head
Quarters:
UK

Project
location:
London

Timeframe:
1 day

The Project Partner

Outdoor and Cycle Concepts Ltd (O&CC) is the largest outdoor retailer in the UK, comprising of the well-known high street brands Snow+Rock, Cotswold Outdoor, Cycle Surgery, and Runners Need.

February 2020

O&CC required PageGroup to offer confidential Outplacement support upon the announcement that one part of their organisation would be closing.

PageGroup worked within O&CC's budget, offering a full day day "Drop-in" service, allowing employees to attend at their leisure for a variety of advice.

The Brief

- To work in partnership with our client to support with a confidential career transition programme
- Ensure employees are supported practically and emotionally
- Ensure a positive and consistent message is delivered, so that employees feel engaged from the outset reducing overall risk.

Our solution

Established a delivery model specifically aligned to the project based in one central location, easily accessible to employees

Full day on-site presence, offering a wide range of practical and emotional support to include CV writing guidance, Interview Tips, How to best search for a role, Managing your online presence and more.

Created a bespoke candidate pack to offer ongoing online and interactive support to employees (CV and Interview Support videos and guides, targeted job match tools)

Offered relevant and market insight via PageInsights

Facilitated access to PageGroup network (Introduction to specialist Recruitment Consultants, Networking, Events, Online Job Search, Targeted job match)



Testimonial

"Alice came to London to support us through a large redundancy project which involved closing one of our businesses. This was a very sensitive matter; Alice was extremely professional and came with a variety of support materials for our at risk staff to look over. She was able to suggest relevant consultants for ongoing support, gave great market information and shared her knowledge on similar organisations to ours. We would definitely use PageGroup's Outreach support in the future."





PageExecutive
Michael Page
PagePersonnel
PageOutsourcing

Part of PageGroup