

Outplacement –

Return on Investment



It may seem counterintuitive to invest in the welfare of ex-employees, particularly when the reason for redundancies is to cut costs. However, it is widely recognized that outplacement services – providing expert support in choosing and finding new employment for employees who have been made redundant – can deliver a strong return on investment for employers, at a difficult time.

A comprehensive outplacement programme is 'an investment in morale, productivity and profits'.

There is a strong business case for partnering with a outplacement provider to minimize the impact of downsizing.

1. Increase the productivity of 'survivors'

When redundancies are made, the morale of remaining employees can decrease dramatically due to a rise in workload, loyalty towards lost colleagues and fear of future job cuts. An outplacement program which positively impacts the wellbeing of leavers and their ability to find new employment will improve morale back in the business. The result is greater productivity and more discretionary effort from 'survivors'.

2. Reduce employee turnover and attrition

From the moment rumors of redundancy start to the transition period after leavers have departed, employee attrition is likely to rise as employees leave a perceived 'high risk workplace' or 'unfair employer'. Typically turnover is highest among those you least wish to lose. An outplacement program earns back credibility and trust and calms the flight of talented employees.

3. Reduce the likelihood of expensive litigation

Employees who feel the company has treated them unfairly during the redundancy process are increasingly likely to settle their grievance in a tribunal – and rulings are favoring employees more often. An outplacement service can reduce perceptions of mistreatment and decrease the likelihood of a tribunal.

4. Keep your brand intact

Doing the right thing is more than just good Employee/Public Relations – its long term business thinking that will stand the test of time. Likewise trying to cut costs on such a high-stake initiative will almost always prove a poor investment.

5. Remove distractions from managers

Redundancies naturally coincide with increased tension and pressure on a business or function. Outplacement services can help alleviate the stress and time pressure faced by managers, leaving them better able to manage the remaining team and concentrate on the future of the business.

6. Reduce absenteeism

Absenteeism can rise significantly at redundancy time as a response to perceived unfair treatment of former colleagues. An outplacement program which is well-received by leavers will resonate across the whole business and can reduce absenteeism after downsizing.



Consult Group's Outplacement Service

Consult Group has a reputation for delivering talent management solutions that are industry specific, practical and based on common sense. Our outplacement solution has the unique distinction of combining the skill sets of front-line recruitment experts, corporate trainers and industry practitioners together with extensive career counseling experience and a strong knowledge of the Asian employment markets.

This skill combination means we are ideally placed to help people face the challenges of the current job market, whether finding a new role, looking at changing career, setting up their own business or looking to develop their vocational skills.

Our outplacement service includes:

- Redundancy counseling
- Resume preparation
- Interview technique training & preparation
- Job hunt strategy training
- In depth career guidance
- Access to competitive intelligence sources/Databases
- Access to the full range of psychometric profiling tools
- Extensive job search materials
- Advice on offers and employment contracts
- Advice on Asian employment law and regulations

Consult Group delivers an outplacement service that is market orientated, practical and focused upon getting the individual into the right job as soon as possible.

Contact us

Each of our offices has a thorough knowledge of local employment law and practises and a detailed insight into the talent supply available to key industries and functional areas both locally and throughout Asia Pacific.

We have fully staffed offices in each of the major cities in Asia – please visit

http://www.consultgroup.net/the_company/our_locations.aspx.

For more information about our outplacement services please contact the Consult Group office nearest to you.

To find out more about our Human Capital Solutions and our contact information, please visit us at www.consultgroup.net