



good  
to know  
you

# outplacement

 randstad

Staffing | Professionals | Search & Selection | HR Solutions | Inhouse Services



## what is Outplacement?

Nowadays, career transition has become an integral part of our professional lives and it affects all sectors and all levels of hierarchy. The career transition following the end of a collaboration, especially when it is unplanned such as is the case of a redundancy. This is one of the most difficult, even shocking sometimes, experiences for all parties involved: the employer, the colleagues who stay, and of course the employee who is leaving.

Outplacement is a professional program sponsored by a company to its departing employees, as part of company's Corporate Social Responsibility. It is delivered by Outplacement Specialists and the main objective of Outplacement is to assist and support all parties involved in handling effectively such a difficult situation: the employer in handling the entire process; the employees who stay in reducing uncertainty; and most importantly/primarily the departing employees in dealing positively with career transition and in finding their next position as soon as possible.

## when do companies offer Outplacement?

Companies offer Outplacement programs to departing employees as an extra benefit in addition to the departing severance package. This applies mostly in cases of separation due to organizational reorganization, economical restructuring, merger & acquisition, of activities' reduction or company closure.

*"In addition to the 'severance compensation package' and as an act of corporate social responsibility, 'BNP Paribas Personal Finance' chose to offer 'Outplacement' programs to all its personnel, from entry-level to top executives."*

*Sylvie Zikos, Human Resources Manager BNP Paribas Personal Finance*

# our outplacement approach “building the next step”



## how does Randstad handle Outplacement programs?

We offer professional programs based on a quality approach and a researched 5 steps® methodology tailored for each program accordingly to the company's requirements and participants' individual needs. Our commitment to the employer as well as to the outplacement participant is that we handle each case as unique with empathy, professionalism and discretion.

The key requirement of a successful outplacement program is the employees' acceptance and willingness to actively participate.

Our target is to 'support participants to help themselves'. Thus, through our programs we aim at facilitating the situation by providing positive, realistic and feasible alternatives. While we recognise the importance of a quick professional reinsertion, our main responsibility is to deliver proper guidance in the search of the most suitable position, taking advantage of all available means, and of course the Randstad extensive network of contacts and clients.

We offer individual as well as group (more than 10 participants) outplacement programs.

## Get your new job in 5 steps®!

1. (HANDLE) Handle change effectively



2. (PREPARE) Know yourself & assess unique selling points



3. (AIM) Planning the next step



4. (ACT) Build your personal branding



5. (GET it) Interviewing

Additionally, we offer:

- Continuous counselling support
- Handout supporting material
- Support from Randstad team and access to network
- Access to online tools & sources

Optional services:

- “Breaking the bad news” Workshop for line managers or HRDs
- “First days in new job” Coaching Program
- On site career service setting on clients' premises

# who can benefit?



## benefits for employers - company:

- Enhances positive reputation as a company who cares about its people
- Displays corporate social responsibility - commitment to current employees, potential candidates, investors, suppliers and clients.
- Allows a more proper and sensitive approach and supports in avoiding typical mistakes
- Manages change through effective planning and communication with both departing and employees who stay
- Maintains positive morale of employees who stay in company by demonstrating fairness and concern for those leaving
- Assists in maintaining stable productivity level and motivation
- Reduces potential risk of litigation and unfair dismissal claims

*"Our cooperation with Randstad was excellent, always professional throughout the entire program. The contribution of the Outplacement Specialist and Outplacement team was valuable at every step of the project: announcement of the bad news, preparation, support, individual sessions and the monthly reports. (...)*

*I highly recommend Randstad for Outplacement programs and I would like to thank the Randstad Team and the Outplacement Specialist for their professional support & dedication throughout the duration of the project."*

*L. Karakatsani, HRD at UCB Hellas*

*"We trusted in Randstad Outplacement to support those people on the way they would plan & organise not only the job hunting process itself, but -most importantly- the psychological impact of this significant change in people's lives.*

*All the projects have been handled in a way that was professional, discreet, consistent and according to our values. I am sure that the Randstad consultants will be our reliable sparring partners also in the future."*

*HR Director of Shipping company*

## benefits for departing employees:

- Supports individual in coping with job loss, handling efficiently with career transition during a vulnerable time and reducing the transition length of time required to deal with change
- Helps the individual look towards the future and a new job.
- Provides a comprehensive support framework and structured approach to job search
- Equips with excellent job search tools and techniques
- Presents an opportunity to reassess personal needs and develop lifetime self marketing skills
- Enhances transition and career skills, and coaches individuals in how to manage their career
- Provides emotional and/or psychological support

*"I would 1000% suggest an Outplacement program like the one I experienced with Randstad and its consultants. Actually, nothing would be the same if I had made the effort by myself! As for the outcome, the credit belongs to the team who supported me. Excellent work, really!"*

*First Data – now in IT Services -Business Improvement Manager*



# why Randstad Outplacement?

## 10 reasons to choose us

1. We provide a full range of outplacement services which rely on our 5 steps® methodology and is tailored to each participant's need
2. Our Outplacement Specialists (HRS) are certified experienced professionals (Outplacement, Coaching, Training, Psychology, NLP, Psychometrics) who engage with individuals by offering a face-to-face comprehensive and creative approach and an on-going access to them and their network.
3. We develop a shared understanding of capabilities and encourage participants to take charge of their careers, take positive steps right from very start and assess career opportunities
4. We have more than 12 years experience in the Greek Market and 7 in the Outplacement expertise
5. We have handled more than 500 Outplacement participants both in group workshops and/or on one-to-one from all levels of personnel (blue collars to Board of Directors), all types of organizations (from very small businesses to large multinationals) and across all business sectors (Pharmaceuticals, Heavy Industry, IT, Energy, FMCGs, Telecoms, Multimedia, Financial Institutions, etc)
6. We have support from Randstad recruitment teams and we maximize our client network as well as other recruitment firms
7. We promote high level of quality standards via research, surveys, management reports, testimonials and follow-ups.
8. We engage for a specific period of time and should a participant find the next position during this time, we continue of offering support (Coaching, consulting, etc) until the end of the agreed time
9. More than 90% satisfaction rate (participants, clients, companies who hire Outplacement participants)
10. We are able to deliver full support and service on client location and/or at our offices. We are also flexible to deliver full support outside Attica region, according to needs.

# good to know you



The real truth behind this simple slogan comes from knowing that everyday Randstad is playing an important role in shaping lives and businesses for the better. "Good to know you" represents our commitment to understand the needs and aspirations of our clients and candidates — and in always caring about their future.

Randstad's HR Solutions team will always do more and go further. Our passion and expertise lies in knowing the world of work and being able to interpret the future needs of our clients and candidates. Knowing is all about you and how we can help you to shape the world of your work.

## Randstad Hellas

Randstad has had a leading presence in Greece for over ten years. What began as a local entrepreneurial venture in the 1990's has grown to now being a member of a leading international company in the HR services industry with offices in Athens and Thessaloniki.

As a major player, renowned for its HR Services in Greece, we offer clients and candidates alike a broad range of HR Services.

Randstad combines a strong local network with international experience. This unique partnership gives us the opportunity to adapt our wide spectrum of HR services to meet the needs of a dynamic developing market like Greece.

# outplacement team

## our people

- We have built a resourceful and energetic team with a blend of relevant professional experience and backgrounds. For the Outplacement program Outplacement Specialists (HRS team) work in cooperation with the entire Randstad Hellas team
- Through the different specialists within the group, we are able to provide a full service, without the need to outsource to other organisations. This gives us complete control over all aspects of delivery.

*"I had an exceptional co-operation with all the consultants all of whom had a professional approach, were very friendly and willing to support me at all times."*

*Alstom, Executive PA- now PA in Bank*

*"I consider myself lucky to have participated in the Randstad Outplacement program because it provided me both the technical and psychological support I needed to achieve our common goal: get a job! One which would satisfy my personal expectations and fit my personal skills. For me it was a smooth process."*

*MasterLease outplacement participant Sales Support Administration - now in a Pharmaceutical company*

### **Randstad Hellas- Κεντρικά Γραφεία**

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Keep up to date on HR issues at our blog - [www.randstad.gr/blog](http://www.randstad.gr/blog)



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## our expertise

- Individual programs more than 600 participants
- Group programs (Ideal Standard - 121 participants, BNP Paribas Personal Finance 80 participants)
- "Breaking the bad news"<sup>®</sup> workshop
- Off-site programs and On-site career centers (including outside of Attica)

*"Cooperation with Randstad Outplacement consultants was crucial in my effort to find my next job position. On a personal level, the cooperation with the Outplacement consultants was excellent and I felt that I am not just a project to them, but a Professional, who they can and most importantly want to help to find what he really wants in the market."*

*First Data Senior executive; now Manager of Business Improvement Office in a large IT services company*

*"I would suggest the Outplacement service as a reliable solution to anyone who is concerned by the job market and hunting because there is the know-how and the professionalism for a quick and targeted professional rehabilitation."*

*Ideal Standard Executive- now Production Manager in manufacturing company*

### **Randstad Θεσσαλονίκη**

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