



## Separation and Outplacement Services

For the first time, employers can now afford to make comprehensive **career transition services** available to **all levels** of outplaced employees.

Let **Organizational Architecture** assist you with developing and implementing your separation benefit programs that are affordable, customizable, confidential and personal.

### Why you **need** to offer these programs:

- ▶ Companies using career transition services are more likely to maintain their stock price.
- ▶ Most displaced workers remain in their same communities after they have left their organizations.
- ▶ Assisting terminated employees to find jobs as quickly as possible heads off building feelings of anger and resentment and negative comments about your company...which could lead to feelings of mistreatment and desires for retribution.
- ▶ Companies that demonstrate compassion and concern about the welfare of these people are appreciated and recognized as good corporate citizens...this enhances their reputation among future new employees and customers.

### Program Elements

Our comprehensive approach can include all or some of the elements indicated here. You can also determine what level of employee receives what services.

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|--|--|
| <input type="checkbox"/> Notification Assistance                         | <input type="checkbox"/> Resume and Cover Letter Preparation         |
| <input type="checkbox"/> Managing the Stress of Career Transition        | <input type="checkbox"/> Using Social Networking to Make Connections |
| <input type="checkbox"/> Personal and Career Assessments                 | <input type="checkbox"/> Job Search Workshops                        |
| <input type="checkbox"/> Online Job Search Tools, Articles and Resources | <input type="checkbox"/> Effective Interviewing Techniques           |
| <input type="checkbox"/> Personal, Live Career Coaching                  | <input type="checkbox"/> Negotiating the Offer                       |

We can also develop and deliver **custom programs** based on your unique needs, business and culture. All of this can be done for **thousands less** than traditional, "executive" outplacement services.

Contact the professionals at **Organizational Architecture** at

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