

CAREER
TRANSITION
SERVICES



CAREER TRANSITION SERVICES

“Career transition and Outplacement Services.”

Career Transition and Outplacement Services

When your business is facing organisational change what do you look for in outplacement support?

Locher & Associates offers a flexible, tailored and cost effective approach to support your business during times of organisational restructuring, redundancy and redeployment.

Locher is unique in this area in that we provide a range of comprehensive Career Transition options to best meet your employees' needs and requirements.

Managing and supporting individuals who are facing career transition is an area of speciality for our team. The growth of company sponsored career transition and outplacement suggests that organisations view the service as a valuable support during a difficult time.

Career Transition Coaches

We carefully match our highly skilled and experienced Career Transition Coaches to suit your organisation based on their industry experience. Our Career Coaches have extensive experience within their field and range from Human Resources Professionals, Organisational Psychologists and Executive Recruitment Consultants. Our specialists are passionate about assisting people in career transition to ensure a positive outcome.

Pre-announcement Training for Executives & Managers

Your Executives & Management team are fully trained on how to deal with difficult messages prior to the transition delivered via workshops or one to one coaching.

Employee Communication & Retention Strategy

We work with our clients to ensure the right message is received within your organisation internally and externally before, during and after the transition which in turn sits with your retention strategy.

Breaking the News

Our qualified consultants can be on site to assist your business on the day of the announcement to provide participants with counselling support and information on taking the next step. This provides immediate support to those impacted and also offers a positive image of the organisation with those staff that are remaining.

Survivor Training

We can run one to one sessions or workshops for the employees who are not immediately affected by the announcement to ensure they are involved and supported this also aids your retention.

Online Career Transition Support

All of Locher's Career Transition Services include access to online resources and information to support the career transition process. The specially developed modules are:

- Understanding Career Transition
- Understanding Your Competencies and Achievements
- Job Applications
- Resume Preparation
- Job Search
- Interview Skills
- Negotiating the Job Offer
- Moving into a New Role

Individual Career Transition

This provides individuals with the guidance of a professional career transition consultant and assists individuals to adjust to their present situation and develop the skills and

abilities necessary to look forward in this period of change.

Future life and career goals are developed following a thorough inventory of their skills, abilities, drivers and achievements. Skills, options and strategies are developed and may include resume preparation, reviewing letters of applications, interview techniques, maximising on networks and use of technology in job search.

Executive Transition

Locher's Executive Career Transition Program adopts a positive, proactive attitude, which places a great degree of emphasis on encouraging the executives to accept responsibility and accountability for driving their job search.

Individuals are supported with both a Career Transition Consultant and a high profile Career Ambassador to support their job search and networking abilities.

Group Career Transition

In some cases it is more effective to support the restructure process with group career transition services. Locher has a range of Career Transition Workshops ranging from ½ days to 2 day job search programmes which can be facilitated in groups of up to 15 employees.

Topics include:

- * CV Development
- * Interview Techniques
- * Navigating the global job market
- * Self-marketing & networking
- * Self Employment
- * Pre-Retirement

For more information on Career Transition Services, contact Locher at on (08) 8201 1133