

REDUNDANCY & OUTPLACEMENT SERVICE



As an organisation, are some of your people facing compulsory or voluntary redundancy?

Blend's Redundancy & Outplacement Service can provide your organisation support for your people to explore their career options and help them decide which best suits their needs.

Our aim is to encourage individuals to be clear on their talents and abilities, therefore, our focus is goal setting and action that will enable them to take the next step in their career.

Our Redundancy & Outplacement Service is a blend of...

2 x 2 hour workshops and 3 x one-to-one coaching sessions with coaching sessions tailored to the individual's career needs. Maximum of 6 participants.

The programme can be structured to suit the needs of your organisation and includes:

- ✓ Coaching Session 1: Focus on supporting the individual to deal with change, identify their transferable skills and marketability.
- ✓ Workshop 1 - CV preparation: how to illustrate transferable skills and personal statements, covering letters/emails and job search strategies.
- ✓ Workshop 2 - Interview skills: the psychology of interviews, different styles of interviews, the importance of preparation for interview and how to deal with critical interview questions.
- ✓ Coaching Session 2: Tailored to the career needs of the individual but likely to include job search and networking strategies.
- ✓ LinkedIn training: to support the building of a strong professional network.
- ✓ Coaching Session 3: Review job search and networking strategies, analyse results and identify next steps.



YOUR COACH

- Caroline is a professionally qualified careers coach who is passionate about supporting people through redundancy or career transitions.
- Over 20 years' experience spanning the public and voluntary sectors with extensive experience in supporting individuals facing the threat of redundancy and career transitions.
- Caroline's focus is to encourage individuals to explore their options and have the confidence to make informed choices.
- Building on her experience in Careers Guidance as well as qualifications in counselling skills and coaching, Caroline is an accredited master coach with the International Authority for Professional Coaching & Mentoring.

WHAT PREVIOUS PARTICIPANTS HAVE SAID

"Caroline is calm in the storm. She is the voice of reason who challenged my thinking and helped me sort through the tangled threats that had me confused. Caroline helped me to see situations in a new light and consider ways to deal with difficult situations."

"I was faced by a profusion of choices and was struggling to make a decision about my next steps. I didn't feel that someone from my organisation could bring the objectivity and clarity I needed, so sought coaching support from Caroline... and my expectations were completely met."

"I really enjoyed my coaching sessions with Caroline, and I found a sense of calmness to order my thoughts."