Understanding the Importance of Using Outplacement Services

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Companies all over the world are now trying to right-size their work force; and they are doing so with care to reduce the stress on exiting and retained employees. One of these methods is providing outplacement services to exiting employees. Thus, redundant employees are helped in finding a new job and even transitioning to a new career. While everyone recognizes the importance of these services, not everyone does it with the sincerity that it deserves. Here are a few points to emphasize why companies ought to understand the importance of using professional help for outplacement services:

- Sending out a positive signal to the employees: The manner, in which you treat your exiting employees, sends a vicarious message to those who remain. Downsizing companies often err in understanding the mood of their staff and end up treating people as children. More often than not, the manager handling the downsizing is himself confused and stressed at having to lose valuable employees. Charting a course of action for the employee isnâ€™t something that he is completely competent to handle at that moment.

- Professional help from companies that provide outsourcing services: A company offers professional outplacement consultancy services, can help you plan and execute the layoff that is least stressful. These professionals ensure that the issue is dealt with the sensitivity that it deserves. Itâ€™s not only the exiting employee that is counseled, but also the managers who are required to directly deal with these staff.

- Hands- on help: There are some consultancies that help by retraining exiting staff. Employees who have been in a company for a long period often finding themselves lacking in skills that are required to find a new job. Training on aspects like technological developments, soft skills etc, gives them the required confidence. In fact, some consultancies also go to the extent of using their contacts in the business community to help laid off employees find a new job.

- Salvage a companyâ€™s reputation: Companies often want their employees to think high about their workplace. They would prefer this reputation to be carried forward even when the person leaves the company and joins elsewhere. An employee, who leaves the company disillusioned, is sure to carry his negative image in the marketplace. Professional outplacement service providers ensure that the companyâ€™s image isnâ€™t hit among clients and competitors.

Downsizing isnâ€™t a pleasure, but if done, keeping in mind the dignity of the individual, it can indeed give the desired result.

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The author of this article has expertise in a executive recruitment firms. The articles on a executive search companies reveals the authorâ€™s knowledge on the same. The author has written many articles on a career coaches as well.

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