

## Outplacement Support

### Concept

The Outplacement Support is designed for people who are looking for a job and need to reorient themselves in their careers because they are about to be or have already been made redundant. It provides practical support for job seekers in their efforts to find a new professional challenge which corresponds to their aptitudes, competences and wishes within a reasonable period of time.

mpw's outplacement concept aims to work with the job seeker or candidate on coping with the effects of employment termination, on undertaking career re-orientation and implementing this in a concrete manner. Reorientation provides an opportunity to analyze the

candidate's skills, abilities and interests with the help of expert support, and to draw conclusions as well as ideas and visions. In this process, the focus lies as much on the development and promotion of existing potential as on the concrete coaching for the job search. The aim is to make optimal use of professional and personal resources and get the best possible mileage out of the candidate's own capabilities and opportunities.

Outplacement Support focuses on the steps which candidates cannot take on their own and is meant to help them help themselves. The procedure is usually divided into three phases which are weighted differently in each individual case, depending on the job seeker's needs:

<b>Overview and Orientation</b>  <b>1</b>	<b>Current situation</b> → First approach & overview, planning of the further proceeding → Analysis of the separation
	<b>Positioning &amp; Analysis of potential</b> → Analysis of biography, retrospect of successes and failures → Gaining of an outside view through individual assessment tools
	<b>Reorientation</b> → Self reflection and interpretation of the analysis of potential → Development of visions and options

<b>Marketing</b>  <b>2</b>	<b>Application documents</b> → Set up of an application file → Selection and preparation of the referees
	<b>Application strategies &amp; Search channels</b> → Interpretation of job advertisements → Various search channels, open vs. concealed job market
	<b>Network</b> → Definition of strategy for the use of the personal/electr. network → Job databases

<b>Realization</b>  <b>3</b>	<b>Job interviews</b> → Preparation of interviews/storytelling → Questions to the company
	<b>Procedure in the job application process</b> → How take up contact? → Follow-ups and handling refusals
	<b>Decision &amp; new beginning</b> → Support with decision-making/cost-benefit analysis → Contract negotiations, Onboarding

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### Procedure

We recommend to begin as early as possible with an Outplacement Support. As soon as the person concerned is ready, she or he contacts our mpw-Business Support to arrange an appointment for a non-binding initial discussion (duration approx. 1 hour). The consultant is usually freely selectable.

Once the decision for an Outplacement Support has been made, the employment search process is initially supported by weekly meetings, later at greater intervals. The entire Outplacement Support process can take from three months to one year.

### Costs

Our concept allows us to offer the necessary support with customized service for each individual case. This applies particularly to the length of support required. We can therefore define the resulting costs for the client accordingly and will be happy to provide you with an individual offer.

### Contact

Our Business Support will be pleased to provide any additional information and to arrange an appointment:  
Email [beratungsteam@mpw.ch](mailto:beratungsteam@mpw.ch)  
Phone +41 43 268 11 11

## mpw consultants

The following mpw consultants are available to support an outplacement in English.  
For further information please visit: [www.mpw.ch/en/mpw-Team](http://www.mpw.ch/en/mpw-Team)



### Beatrice Knopf

mpw-senior consultant with long-standing experience in human resources management as HR responsible and HR consultant. Consultancy in German and English, born 1971.



### Dr. Werner Murer

mpw managing partner with over 20 years of experience as a consultant, specifically in the field of outplacements for demanding target groups. Consultancy in German and English, born 1962.



### Dorriet Müller Meyer

mpw-Senior Consultant with long-standing experience in consultancy and support of managers with vocational questions as well as in the field of personality development. Consultancy in German and English, born 1970.



### Patrick Vonwil

mpw managing partner with over 10 years of coaching experience regarding complex personal and vocational questions in connection with job change. Consultancy in German, French and English, born 1964.