

OUTPLACEMENT

Letting employees go is sometimes unavoidable. How it is handled says a great deal about a company.

Outplacement as part of your separation culture

Outplacement relieves everyone involved – those affected, the remaining team and the line managers. Your employees receive the support they need to process the situation and regain their footing quickly. And your relationship with former employees remains intact – because those who leave today may become clients, advocates or even employees again tomorrow.

Outplacement is therefore not only a sign of responsibility – it is also a contribution to your employer brand.

Individual outplacement – tailored to the situation and needs

My services cover the entire process – from notice of termination to the end of the probation period with the new employer. The exact scope depends on your employees' situation:

For younger employees with experience of changing jobs and a clear direction, targeted support with job search and applications is often sufficient.

For long-serving employees who find the situation more difficult, the support also includes processing the termination.

A personal and professional assessment is recommended for anyone who wishes to use the opportunity to clarify their career direction.

If behaviour contributed to the termination, coaching supports reflection and facilitates reorientation.

Cost cap – you only pay for what is used

I work with a cost cap in outplacement and bill individual sessions within this framework. If a new role is found quickly, the coaching ends earlier – and the cost cap is not fully used. I will be happy to send you the current terms on request by email.

Find out more

Detailed information on the approach and practical details:

- For companies (website)
- For companies (PDF)
- For employees (website)
- For employees (PDF)

Your next step

If you have any questions or would like to discuss a specific mandate, I would be pleased to hear from you.

Phone +41 (0)76 223 97 88 or via email, WhatsApp or Threema.

Articles on outplacement (all articles)

- A career is more like a golf tournament than a tennis match
- Statistics in outplacement – genuine success or a false impression?