

# Career Transition and Outplacement



## Helping displaced professionals onto the next career stage

WiseNet Asia's Career Transition and Outplacement solutions help outbound professionals transit into their next career seamlessly, whilst helping employers to manage the entire outplacement process efficiently and with minimal disruption to employees' morale.



Career transition and outplacement happen because employees may leave their job voluntarily or involuntarily. There could be various reasons such as new interest in a different career, or company relocation, shut down, or job restructuring which resulted in retrenchment or lay off.

We understand that restructuring or downsizing exercises can be a traumatic experience for employees. Our outplacement service provides one-to-one coaching sessions, with one key facilitator supported by other transformative professionals that may include financial advisors, mentors and executive coach.

### MANAGING CAREER TRANSITION

## Career Transition as a Process



## WiseCare Methodology

The WiseCare Methodology is our proven solution for outplacement, developed through extensive working experience with many organizations during a retrenchment or lay off. It consists of a series of measurable processes with clear deliverables and benefits to help employees during the period of change.

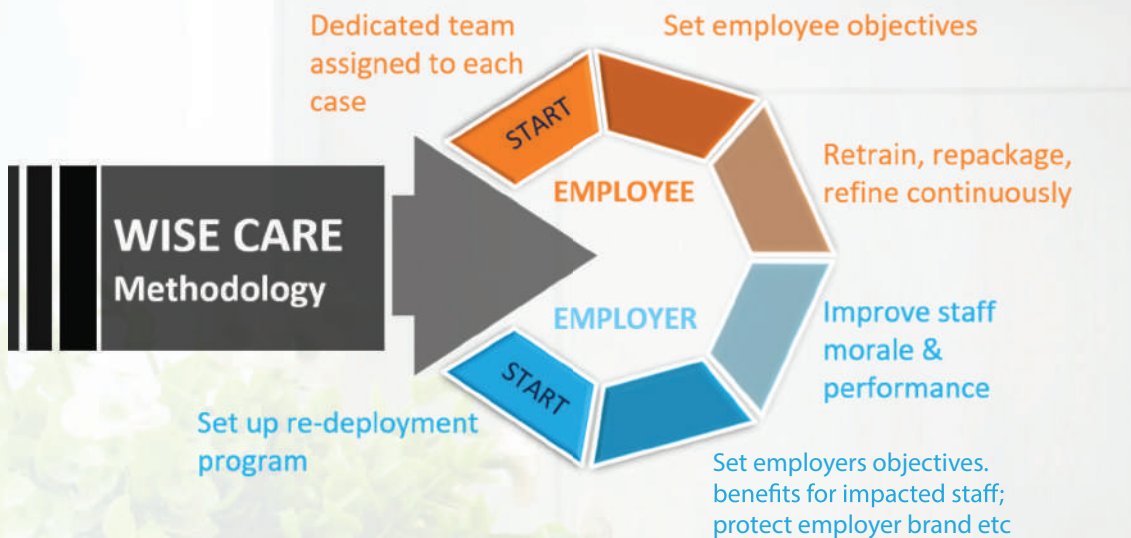
### For transiting professionals:

A 3 to 6 months outplacement program that consist of the following one-to-one session

- 1 Emotional counselling**
  - How to talk to my spouse and children
  - Disengagement from the past
  - Rebuilding the new
- 2 Career Counselling**
- 3 Tools**
  - Self and Career Assessment Tools
  - Job Search Tools
  - Communication Tools
  - Tracking and Reporting Tools
- 4 Financial planning**
  - Cashflow analysis, retirement plans, investment strategy, insurance, income tax and estate planning
- 5 Personal and Career Goals Planning**

# For Companies:

- WiseCare re-deployment program or transition program
- Executive implementation plan with objectives and deliverables
- Long term planning for employer branding.



## Wise Care Outplacement Benefits

- The WiseCare Methodology helps both employers and employees to minimize the impacts of change, and ensure the best outcomes for both parties
- Emotional counselling for transiting employees. Trained coaches help affected employees manage this effectively
- Conducted by well experienced coaches. Each key facilitator is supported by senior advisors in their respective field of expertise, coming from relevant industries and backgrounds, equipped with a wide range of knowledge and skills to provide professional advice and coaching to the transiting employees
- Manage the company's employer brand in the best possible way
- Retain staff morale. When executed properly, the staff will understand some moves are unavoidable and are for the best interest of everyone
- Reduce the risks of lawsuits. Managed by a team of HR professionals, lawsuits are minimized through full compliance to local labour law

## How to Start?

Have questions about career transition, retrenchment, lay off or labour law?

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