

HR Reorganisation

Change processes - especially if the initiatives are based upon purely economic considerations, can make it necessary to consolidate the number of staff.

We accompany you through this difficult situation so that you may handle it responsibly. With professional outplacement consultation, we create a separation climate in which each of the participant profits:

- Employees find through the intensive and individual counselling a realistic balance of their strengths and weaknesses, as well as their vocational goals which leads to a new job faster.
- You as a Company also profit, because the remaining employees register the visible development of a responsible handling of terminations positively: job performance deterioration, demotivation and the consequences of terminations in the most cases remain outside and the job has consequently, the full attention of the employees.
- Finally considerable personnel costs are saved by reduction of court processes as well as remaining contract terms.

In the area of consultation in regards to Human Resources-Restructuring requirements, we offer you support and accompaniment of all participant groups, who are potential candidates for redundancy, provided it becomes necessary during the course of the change process.

A necessary step in the redundancy process is to look consequently at the economic and social means and thereby to include all potential participants if it becomes necessary.

We support you with the following services:

Accompanying individual employees through

- Individual assessment as well as career counselling for executives
- Group assessment consultations (e.g. appropriate workshops) for employees

Accompanying superiors and Human Resource Personnel for

- Counselling and coaching for the preparation, implementation and reflection in handling redundancy meetings

Accompanying the remaining employees through

- Constructive reappraisal in individual one to one meetings, as well as through information events, Workshops

