



PIVOTAL / OUTPLACEMENT

MAKING A SMOOTHER TRANSITION

Terminating employment is a difficult and often painful experience for both Employers and Employees. Over the past 25 years Pivotal has grown to become a leader in providing the broadest range of HR solutions. Our goal is to provide flexible people solutions that help organizations achieve a competitive advantage from their workforce.

Investing in Pivotal's Outplacement Program can help your terminated employees adjust their focus away from the negative feelings and thoughts of being terminated. Instead of dwelling on the past, program participants are guided to refocus their efforts on positive steps towards re-employment and future success. Not only does this help mitigate potential damages sought by terminated employees, it also positions you as a caring, compassionate and fair employer in the eyes of all concerned.

Outplacement Program

The program covers a series of topics delivered by an HR Professional experienced in job advertising, recruiting, selection, and knows what employers look for when hiring. The presenter guides participants through the transitional process, providing valuable insights and information in regards to job loss, self-evaluation, market discovery, and preparation for re-employment. To enhance the learning experience, participants complete self-evaluation and discovery exercises both during the session and on their own. Each participant is provided with a binder containing all the program materials including the individual exercises, so they can look back on the information whenever necessary. Near the end of the program, participants will have the opportunity to meet with one of Pivotal's professional Recruiters to conduct a "mock job interview" that will enable them to practice their newly acquired skills and receive further helpful feedback.

At the end, participants should feel appropriately armed with the requisite tools, skills and information to search for, locate, compete for and win their next great career opportunity. Many will even be thankful for the opportunity to learn about themselves and how to be more self-sufficient in reaching their career goals.

Included in the Program

Understanding Yourself

- Self Assessment
- Gathering Career Insights – Job Needs and Preferences
- Discovering your transferable skills
- Establishing Your Career Priorities

Marketing Yourself

- Resume Writing
- Assessing the Market
- Developing Job Search Strategies

Selling Yourself

- Preparing for the interview
- Managing your Job Search
- Negotiating Successfully
- The New Job Transition

The program can be tailored to be delivered in one or multiple sessions, in groups or individually, at the client site or at any one of Pivotal's convenient locations across the GTA.