

# Outplacement and Career Management

## THE STERLING APPROACH

**We support organisations and employees through critical periods of change.**

**We are dedicated** to taking care of your reputation as you implement difficult decisions about the future career direction of your employees.

**We understand** that change is difficult and uncomfortable and give your departing employees hands-on emotional and practical support.

**We take a modern and contemporary approach** to life and career management which focuses on helping individuals to take the initiative, gain control over future direction and learn the skills required to take themselves forward.

- Every person on our programmes is treated as an individual. **None of our expert career coaches work with more than 12 active employees at any one time.**
- We do not adopt a “conveyor belt” approach, **but tailor our programmes to fit the needs of each person.**
- Our unlimited one to one programmes mean just that. **The employee can meet with their career coach as many times as they wish and each meeting can last for as long as they need.**
- We conduct the individual career coaching programmes at a location, which is convenient to the individual, close to where they live and from a network of offices across the UK and Europe, and from our suite of offices in London. **Our career coaches go to the employee, not vice-versa.**
- A transparent and competitively priced service, where more of your money is spent where it really counts – **on face to face career support with a professionally qualified coach.**



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## HOW DOES IT WORK?

Programmes are delivered in a flexible way to meet the needs of the individual. For most people the programme comprises the following proven success cycle:

