



Clark Outplacement Program

The world of work has changed. Changes in career are more common than ever before. Managing an organisation through change can be a very difficult process. Clark Outplacement supports both you the company and the individual through the transition whilst sending a very clear message that your company is in command of the process and cares. A company that cares for both those colleagues who are leaving, and importantly for those who will contribute to the organisation's future success.

Why do companies offer an Outplacement Program?

Quite simply because it makes good business sense and is the right thing to do. Restructuring affects everyone in an organisation. It is important that the company gives a clear message of social responsibility not only to the external marketplace but also to the colleagues leaving and those who will be staying. People leaving will have a more positive attitude towards the company, and those staying will view the company as being fair and continue to give their best. Your company will be perceived positively by your customers, suppliers and future employees. Effective management of the process minimises disruption and therefore loss of productivity and profit, reduces confusion and allows the company and the individual to move forward. It makes good bottom-line sense and enables the company to manage and overcome potential problems.

What does an Outplacement Program involve?

Clark Outplacement has a range of Outplacement Programs which can be tailored and customised to suit each company's requirements or any individual's needs.

We can deliver Group or Individual programs for all career levels. People who complete the Clark Outplacement Program will, at a minimum, be confident in their ability to apply for job opportunities in a proactive, marketable way, have a professional CV, a clear understanding of their strengths and an understanding of the interview process. For those at senior levels a dynamic coaching process enables maximum career options to be considered, explored and targeted.

Our programs include Psychometric profiling, Career planning, CV preparation, Interview skills training and assessment, Managing your personal situation, Goal setting, Networking skills and one-to-one coaching.

“Through what can a very difficult set of circumstances there is light at the end of the tunnel when you find professionals who really know their business. This is what we found with the Clark organisation.

Our company decided to close its operation in Ireland and consolidate its European operations in Belgium. We were immediately faced with what seemed endless administrative tasks that need to be completed, but most importantly we wanted to provide the best support and assistance to our employees for what would be a forced change in their careers.

We were extremely fortunate to find Clark. The program processes, and the people from Clark were well received by our entire workforce. Once we conceptually decided on what we wanted to accomplish Clark took over and we never had any concerns. We received positive feedback from our employees almost immediately and that continued through the entire program.

Months later, I continued to receive phone calls and e-mails from individuals who are grateful for the guidance that the people at Clark provided to enable them to make life changing moves in their careers. I highly recommend using Clark for your outplacement needs. Experienced professionals are hard to find and the people at Clark are the best! “

Choose an Outplacement Partner –Choose Clark.

It is essential that any company facing the challenge of downsizing or reorganisation feels they can work with people who will help make this difficult period as smooth and disruption-free as possible. The Clark approach is to work with you in the way that suits you best. Our program descriptions provide an overview of the different types of programs, however, we can customise any program to suit your needs and the needs of those going through transition. Or we can build a completely unique program..

Our Team includes business and HR professionals with extensive experience in the delivery of outplacement and coaching programs in Australia, Europe, the US and Ireland.

Program Overview:

The Group Program

This is a 1 day program aimed at a group of up to 12 participants. Content includes the Job Search process, Job Application including CV Preparation, Interviewing Skills, Psychometric Profiling, Strength Identification, Managing Your Personal Situation, Budgeting and Goal setting

The Group Plus Program

This is a program spread over a 2 week period including the 1 day Group Program and followed by a 2 hour one-to-one coaching session with one of our experienced Consultants.

The Individual Program

This is program spread over 2 x 1½ hour one to one coaching sessions and includes Job Search process, Job Application including CV Preparation, Interviewing Skills or can be adapted to specific participant needs.

The Individual Plus Program

The Individual Program is a 4 week program comprising 4 one-to-one coaching sessions covering Psychometric Profiling and Skills& Talent identification, CV Preparation, Interviewing Skills, Managing your Personal Situation, Budgeting, Goal Setting, Interview Role Play Practice Sessions and Action Plans.

The Executive Program

The Clark Executive Outplacement Program is aimed at more senior executives and is delivered typically over a 12 week period. This programme includes 8 individual, customised one-to-one coaching sessions and ongoing support and advisory services. A Full Behavioural Style, Values and Talent Analysis will be completed assisting the individual in understanding how they interact and come across to others, how and why they are motivated, as well as their decision making style and how well-developed they are in the key skills for future success.

Contact us on 045 881888 or email us at executive@clark.ie for further information.