

# INTERPERSONA

## OUTPLACEMENT – EXECUTIVE COACHING – ASSESSMENT

### «OUTPLACEMENT INDIVIDUAL» ENGLISH

The „OUTPLACEMENT“ is conducted as an **individual coaching process**.

The “OUTPLACEMENT“ allows for a **tailor made** approach that enables an **individualized** coaching, meeting the **specific needs** of the coachee. For Top and Senior Management positions the **hidden job market** is quite considerable. Therefore, it is necessary for this specific group to develop a **specific, pro-active approach** and **search strategy** (i.e. pro-active letters, networking etc.).

### GOALS

The goal is to **significantly increase** the coachees **competence to apply for a new job**, in order to attend to the open and **hidden job market**, to develop an optimal and **targeted job search strategy**, provide the necessary tools, that together ensure a **quick and adequate reemployment**.

### INTERPERSONA AG

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eduQua zertifiziert

### TARGET GROUP

- Unemployed persons who have been working on the **senior management level** (staff or line position) during the last 5 years in a large corporation (> 250 employees)
- Unemployed persons who have been working as **CEO** during the last 5 years in a mid-sized (50 to 250) or large corporation (> 250 employees)

Or for **senior management level**:

- Unemployed persons, age 35 and 65, in senior management positions, either staff or specialist function (i.e. project management, business development, R&D, HR, etc.) **while 4 to 5 out of the following criteria** must be met: 5 years line management experience / P&L responsibility > 10 Mio / size of firm > 80 employees / higher education (Fachausbildung, Fachhochschule, Hochschule, Uni) / budget responsibility > CHF 250'000 / salary package (total comp) > CHF 150'000 / international experience (optional)

### RESULTS

The “OUTPLACEMENT“ has proven to be effective by:

- Speeding-up of job search activities
- More efficient job search through, targeted and individualized job search strategy
- Systematic covering of hidden job market
- Increased and systematic networking approach
- Validating option self-employment
- Increased self-confidence

### DOCUMENTATION FOR PARTICIPANT

- Job search strategy
- Revised application dossier
- Assessment report to use in application process

### ADMINISTRATION

#### Duration standard version

- Five coaching sessions, each 90 mins, over a 4 week time period
- Follow up coaching 4 to 6 weeks later
- Scheduling as appropriate for participant

#### Place

INTERPERSONA AG  
Stadelhoferstrasse 18 / 8001 Zürich

#### Registration

By responsible RAV consultant