

High Quality Support for your Employees

Career Transition | Client Success Story

The Organisation

The firm is a global private banking group operating in 40 locations worldwide. Activities encompass banking and credit, financial planning, investment management, offshore trust and company formation and management.

Background

As part of a change programme, 10Eighty were asked to deliver one to one outplacement support for some 20 employees who were being put at risk in London and Birmingham.

The Brief

The bank wanted to look after their employees and provide them with the best possible support to help them navigate their career transition.

The Approach

In order to provide all employees with high quality support, everyone was given an 'unlimited' programme which meant our coaches would work with each individual until they secured a new role or no longer needed the coaching support. Support included but was not limited to:

- Finalising their CV
- Developing a job search strategy
- Becoming familiar with the Proactive Job Search model, how to target organisations and make the best use of research
- Understanding personal branding and how to build a network including the use of LinkedIn
- Developing an elevator pitch in terms of career strategy
- Interview skills practice and feedback

10Eighty specialise in 'landing' our clients on career paths that meet their ambitions and aspirations as opposed to 'launching' them into the job market. We know it takes the average person 12-13 weeks and between 9-12 hours of one to one career coaching to get a new job and we tailor our approach to individual needs.

We provided access to specialist coaches to assist in the job search and they covered areas such as CV writing, LinkedIn, voice and presentational skills, building confidence and resilience to name but a few.

The Outcomes

Fifteen individuals have taken up the outplacement support since June 2019. So far, we have delivered 137 hours of one to one coaching. Seven of the 15 have been signed off as successful whether that be in contracting or full-time employment.

Feedback

All feedback to date has been positive.

"My coach Michael Moran was excellent. The review of my CV and preparation of a functional CV was extremely useful. As was interview technique training and Michael's positive, 'can do' and 'nothing is too much trouble' attitude and assistance with the profiling on LinkedIn".

Jane Wyles

"All organisations occasionally need to make tough decisions that affect their people, providing tools and resources to help affected employees get back on their feet faster says a lot about an employer. People are the company's most important asset, even when they are leaving the business and I strongly believe that giving them an opportunity to move on physically and mentally is a moral obligation. Leaning on a professional outplacement provider to support this process is the best route to take, if at all possible. I have known 10Eighty for years and I know that they provide real support (including emotional) for the displaced employees and specific advice, not just webinars and tutorials, which makes the outplacement programme much more effective".

Dominika Alzapiedi, former Head of HR

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