

*hesitate or
dare?*

Professional reorientation

Goals and benefits

Our working world is constantly changing, areas are being reorganised or restructured. Employees need to keep up and to adapt flexibly. Our offer is aimed at jobseekers who are in the process of reorientation due to an imminent or already completed dismissal. We support those affected in finding a new professional challenge in line with their aptitudes, abilities and wishes within a reasonable time period.

With our **outplacements**, we support companies and jobseekers affected by redundancies, by helping them to deal with the effects of a dismissal, to reorient themselves professionally and to take the necessary steps. The separation process is thus made more bearable, bolstering the individual's professional image in the labour market and promoting the **reorientation**.

We offer tailored **job coaching** to people who are seeking employment. In addition to individual counselling on specific topics, the focus of the job search is on the individual's personal examination of their own resources and strengths. Experience has shown that this process increases the chances of **finding a new job** within a reasonable time period.

Personal career aspirations are also subject to constant change. A potential **analysis** is suitable for people wanting to take a look at their professional career and to ask themselves whether it is fulfilling enough in the long term and whether they are using their strengths to the best possible degree. If they have fundamental questions about their career direction, **professional career counselling** is a good idea. Working together with the client, resources, aptitudes and abilities can be identified, which can open up new avenues.

Outplacement and reorientation what we offer

Outplacement	Job coaching	Career counselling and potential analysis
Accompaniment or support in the event of dismissals and throughout the job search process (for companies and individuals – specialists/experts up to higher management and top management)	Temporary counselling with regard to the job search (for private individuals and professional cadre or employees)	Time-limited, individually tailored advice for employees and private individuals
<p>Phases:</p> <p>Orientation</p> <ul style="list-style-type: none"> • Current situation, formal potential analysis • Reorientation <p>Marketing</p> <ul style="list-style-type: none"> • Application documents • Application strategy and search channels • Network <p>Implementation</p> <ul style="list-style-type: none"> • Job interviews • Application process procedure • Decision and new start <p>Duration: Between three months and one year. At the beginning with weekly sessions, later with sessions at greater intervals.</p>	<p>Phases:</p> <ul style="list-style-type: none"> • Skills profile • Online assessment • Dossier check • Application channels • Interview training • Development of options 	<p>Phases:</p> <ul style="list-style-type: none"> • Analyse situation and career • In-depth potential analysis • Exploration of own interests and aptitudes • Definition of wishes and personal vision • Support with important professional decisions • Life balance issues

Methods and contents

Our counsellors are well-versed in the field of diagnostics and bring with them professional skills in various sectors as well as life experience and a high level of social skills. As supporting persons and sparring partners, they focus specifically on your needs and provide powerful process-oriented advice.

Clients work on concrete assignments between the individual sequences. For the potential assessment and for the application training, we use various procedures and exercises from the areas of personality, aptitudes, work and decision-making behaviour.

Customised and flexible

We offer individually tailored support. This makes it possible to provide a binding quotation regarding the costs. We will be happy to create an offer tailored to your needs on request.

Face-to-face or remote

We conduct our consultations both on our premises and remotely. The combination of online sections and on-site implementation facilitates a very flexible design to meet our customers' needs.

Languages

German, English, French, Italian