



Outplacement support for your people

Empower your leavers to take the right next steps





“With over 30 years of experience, our team of career consultants know the job market inside out and are here to support people at all levels of your organisation, from those just starting out in their careers to senior executives, across the UK and internationally.”

Rhiannon Rowley
Lead Consultant – Career Transition

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98%
of people felt that
working with their
dedicated NFP career
coach improved
their experience of
redundancy

Jon Sleightholme
Director of Outplacement

Supporting your people to secure their next opportunity

Periods of redundancy are difficult for everyone involved: those leaving your organisation, those making the decisions and even those whose roles are retained. The prospect of facing this time alone can put your people under even more stress and create a negative lasting impression of your business, as well as adding to the disruption within your organisation.

With over 30 years of experience, our team of career consultants know the job market inside out and are here to support people at all levels of your organisation, from those just starting out in their careers to senior executives, across the UK and internationally.

In this brochure we share:

- ✓ Why it's commercially beneficial to invest in your leavers
- ✓ How we can support your organisation to truly demonstrate the duty of care your affected employees deserve
- ✓ Our high-touch, personalised service options that treat everyone as an individual

“At the end of my call with the NFP team I felt genuinely relieved, supported and reassured. Thank you; you’ve made a difficult process feel much easier to deal with and I’m now excited to explore new opportunities that meet my values.”

Service Manager
Public Sector

Why outplacement support matters

Redundancies may be unavoidable, but missing the opportunity to make the process as stress-free as possible can negatively impact not just your leavers, but your organisation as a whole.

Without specialist support, you may find your:

- ⚠ Organisation gets a negative reputation in the wider market
- ⚠ Poor reputation makes it harder to attract the best talent
- ⚠ Remaining employees are influenced by the lack of support given, either affecting productivity or making them more likely to leave
- ⚠ Costs for legal services and exit packages increase
- ⚠ Restructuring process doesn't go smoothly, making a difficult situation worse

NFP's outplacement support allows your organisation to:

- ✓ Demonstrate how you care about your people during times of change
- ✓ Mitigate bad reviews in an era of consumer-led transparency
- ✓ Attract and retain the best talent both now and in the future
- ✓ Maintain productivity, employee engagement and morale amid the disruption of change
- ✓ Effectively manage your change projects from start to finish

Your leavers will receive complete, tailored support from an outplacement expert that understands them and their needs. Going far beyond CVs, LinkedIn and interview practice, we help your people:



Process their career change



Uncover their aspirations



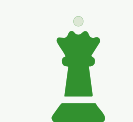
Build resilience and maintain confidence




Understand the job market



Negotiate and secure their next opportunity



Leave with a clear career plan for long-term success



Our personalised,
individual approach to
outplacement is why,
when given the choice
to work with us or a
leading competitor,
**95% of people opted
to work with NFP**

What makes NFP different?

There for your people for however long they need us.

This means no set timescales or number of meetings, unlimited access to our Employee Assistance Platform (EAP), psychometric tools and online career centre, plus 90 days of onboarding support to help them fully settle into their new roles.

From the first contact, your people are supported by a dedicated, experienced consultant– no call centres or one-size-fits-all onboarding. Our project managers work closely with you to understand your people, build trust, communicate the support available and ensure they are **connected to the right coach based on experience, personality, goals, and style.**

This coach matching is where care begins, and it carries through every stage of their journey, with check-ins, **proactive outreach, and flexible, unlimited support** until well into their next role.

Our personalised approach also means your organisation will work with a dedicated project manager throughout the programme, **adapting to any changes along the way, and providing regular updates on your peoples' success.**

- ✓ Support for however long your people need it
- ✓ Coaches that are closely matched to your people based on their experience, personality, goals, and style
- ✓ Regular meetings and proactive outreach to support your people throughout the job search



Executive outplacement

Navigating the complexity of senior executive career change

Our executive outplacement service is exclusive, confidential, and has a track record of helping senior executives secure their right next opportunity.

In our experience, executives value and get better outcomes from having peer-level conversations with someone that has personally experienced the same demands, challenges and decisions in their own career. By partnering with one of NFP's peer-level, executive coaches, we can help your leaving executives to perform at their best and move forward with clarity and positivity.



Tim Kemp
Head of Executive Outplacement

The benefits for you

As well as doing the right thing by your people and living your company values, providing specialist outplacement support to your executives helps:

- ✓ Demonstrate how you care about your people during times of change
- ✓ Maintain business as usual and enable smoother handovers during restructuring
- ✓ Mitigate bad reviews in an era of consumer-led transparency
- ✓ Reduce unwanted turnover during periods of change
- ✓ Put you in the best position to attract new employees, whenever that time comes

The benefits for your executives

“Working with someone that has shared their senior level corporate experience, bringing a wealth of knowledge about executive search, gives your leaving executives clarity on what they want and how to out-perform their competition.”

Knowing their consultant will be there to support them for as long as it takes to move onto that right, next opportunity provides reassurance and allows space and time to make their best move.”

Tim Kemp
Head of Executive Outplacement

Service specifics

As well as the high calibre of service and features that come as standard with NFP’s outplacement, our executive outplacement support includes:



A premium service aimed specifically at them, with no set number of meetings and no limiting timescales



A blend of outplacement support, practical skills, executive coaching and leadership development



Invitations to bi-annual networking events with peers across a range of industries



A flexible service that supports any career path, portfolio lifestyle, business venture, or retirement plan.

“I had previously been quite cynical about what outplacement services could offer, particular for those in senior positions. After my first meeting it became very clear that NFP’s services were different. My coach has been incredible, sharing knowledge, skills and experience and acting as a coach, guide, teacher and supporter, all of which was instrumental in helping me land a great new role after 32 years with my previous organisation.”

Chief Administrative Officer
Financial Services



Amy Baskerville
Head of Delivery and Operations,
Career Transition

Individual outplacement

Supporting your leavers to secure their next role

Our individual outplacement support services are suitable for your people at all levels of your organisation and help you sensitively handle the departure of one or more individuals affected by redundancy, equipping and empowering them to make their next career move.

We will also work with you to help communicate the support available to those impacted as soon as possible, reducing fear and stress and providing reassurance that your people are being looked after by a partner that wants them to succeed, backed up by industry-leading results.

The benefits for you

Providing outplacement support helps you:

- ✓ Have crucial organisational stability
- ✓ Demonstrate how you care about your people during times of change
- ✓ Maintain motivation, engagement, and business as usual in your retained employees and wider business, as well as enabling smoother handovers during restructuring
- ✓ Mitigate bad reviews in an era of consumer-led transparency
- ✓ Reduce unwanted turnover during periods of change
- ✓ Be in the best position to attract new employees, whenever that time comes

The benefits for your people

Working with their own specialist consultant, your people will:

- ✓ Identify their aspirations for their longer-term career plan, exploring their values and motivations
- ✓ Gain career and job application skills for life, like developing their CV, LinkedIn and personal brand, interview practice, and salary negotiations
- ✓ Understand how to approach the hidden job market
- ✓ Have access to specialist resources, like our online Career Centre and AI powered portals, psychometric tools and Employee Assistance Programme (EAP)
- ✓ Receive 90 days of support throughout onboarding once they find a new role
- ✓ Benefit from comprehensive wellbeing support to help manage life's other demands during their career transition

“You gave me the confidence to move forward at a time when it was lacking, and the knowledge to work out what I really wanted and how to achieve it. I am so very grateful to you for all your help.”

Executive Assistant
Pharmaceuticals

Group outplacement

Practical, supportive group workshops for life and career transitions

NFP's group outplacement allows your people to benefit from our specialist outplacement support at a similar or lower cost than the time-limited, process-driven offerings of the rest of the industry. Whether your people are looking to step into a new role, starting their own venture, or thinking about retirement and life after work, our workshops are designed to support your people through change with clarity and confidence.

Our three core group workshops are flexible depending on the requirements of you and your people; they can be delivered in groups or 1:1, face to face or online, and as a one-day session or in smaller, bitesize chunks. To ensure each participant gets the maximum benefit from their workshop experience, we like to keep groups small enough to give everyone the opportunity to participate and receive feedback.

We can also create bespoke programmes for your people or run masterclass sessions on specific topics, for example LinkedIn or Contracting.



David Honour
Delivery Operations Consultant



Ensuring a smooth transition away from your organisation

We will work with you to communicate the support available to impacted employees at the earliest opportunity to ensure your people move on quickly and confidently. This might include in-person presentations to your employees or employee reps, co-branded written or video collateral, and the opportunity to talk to your appointed project manager to answer any questions they might have.

Ongoing support designed around getting the best outcomes for your people

So that your people can continue to access expert support following their workshop, our group support also includes 1:1 time with a dedicated career coach so that they can apply what they have learned to their own unique circumstances.

Find your next role

Equipping your people to confidently navigate their next career move.

What we'll cover in this workshop:

- ✓ Reflecting on their current situation and what they want next
- ✓ Identifying and articulating key achievements
- ✓ Refreshing their CV, LinkedIn, and cover letters
- ✓ Different ways of finding a job (advertised or not)
- ✓ Mastering interview techniques

Your people will leave with:

- ✓ Practical tips and tools to approach the job market with confidence
- ✓ A clear action plan to guide their next steps
- ✓ Support and shared experience from others in the same situation

Setting up in business

Shaping a business idea and taking the first confident steps into self-employment.

What we'll cover in this workshop:

- ✓ Defining their business vision and motivation
- ✓ Exploring and refining their business idea
- ✓ Building a business plan
- ✓ Marketing themselves and their offering
- ✓ Understanding key practical and legal considerations

Your people will leave with:

- ✓ Templates and tools to kick-start their planning
- ✓ A clear and focused action plan
- ✓ Greater clarity and confidence to move forward

Retirement

Exploring what happy and healthy life after work means, with time to reflect, plan, and prepare.

What we'll cover in this workshop:

- ✓ Personal reflections on work, life, and what's next
- ✓ Navigating changes in identity, routine and relationships
- ✓ Imagining their future and setting meaningful goals
- ✓ Managing the practical and emotional aspects of retirement

Your people will leave with:

- ✓ Greater clarity on what retirement means to them
- ✓ A personal action plan
- ✓ Insight into how to manage the transition smoothly

Internal redeployment (‘inplacement’)

Empowering your people to succeed during organisational change

As part of your business restructuring, you might need to redeploy people within your organisation and want to offer some support to your people who are applying for other roles internally – this is known as internal redeployment, or ‘inplacement’.

It might, for example, be several years since someone has applied for a role, they might not have a CV that reflects their current level of experience, or they might feel anxious about doing an interview, particularly with people they already know.

We can provide fully tailored workshops and/or 1:1 support for your people to help them perform at their best and set themselves up for success.





Cat Chapman
Delivery Operations Consultant


How it works


We will start by having an in-depth conversation with your internal recruitment team to identify the key components of your internal redeployment process, look at where you know people will need most support, and design a programme specifically for your organisation.


That support could include:


CV, cover letter
and personal
statement writing


Expressions
of interest


Communicating
achievements and
transferrable skills


Interview
preparation


Competency
frameworks


Presentation
training

**The benefits
for you**

- ✓ Your people will find it easier to navigate the internal application process, making it less stressful
- ✓ You'll receive better quality applications
- ✓ Your redeployment project doesn't face setbacks, which can disrupt business as usual
- ✓ Your people will feel happier and more motivated
- ✓ You minimise, or eradicate, unwanted turnover during periods of change

**The benefits for
your people**

- ✓ Understand and demonstrate their key strengths, achievements, and transferable skills
- ✓ Write impactful personal statements and applications
- ✓ Perform better in interviews, presentations and timed activities
- ✓ Adapt to remote and online selection processes

“The whole course was excellent, but I particularly enjoyed learning more about recognising my achievements and how to talk about these in an interview situation. It was great to have the chance to practice.”

Course participant
Housing



International outplacement

Supporting your leavers, wherever they are across the globe

From one or two people in a single country right through to simultaneously supporting over **200 people across 25 countries**, NFP has been providing practical outplacement advice and support on an international basis for over 30 years. With our experienced and rigorously selected network of international partners, we offer local-language, value-led outplacement support and career expertise right across the globe.

By using one provider for all your outplacement needs globally, and one UK-based project manager who can oversee your project, you benefit from simplicity of a single touchpoint for your organisation, consistency of service for all affected employees, and access to our partner preferential rates.

Sessions delivered with the needs of your business and people in mind

Whether online or in-person, individually or in a group, the delivery of your international outplacement support will be tailored to suit your peoples' needs and goals, wherever they are in the world.

Our facilitators and coaches will also take the time to understand your organisation and your people, as well as their unique needs, to be able to better tailor their support and ensure you and they get the best possible outcomes.

“Working with NFP internationally has taken away the pain of using multiple outplacement providers across our worldwide operation. We can rely on local expertise when and where we need it to support our people, with a single point of contact in the UK.”

Director HR Operations EMEA
Michael Kors

Thriving through change programmes

Helping your remaining people adapt and thrive throughout organisational change

When organisations restructure and roles are made redundant, it's not just those that leave that are impacted. Remaining people often experience a mixed bag of emotions; relief that they still have a role, guilt that they survived while others did not, and sadness at the loss of colleagues and friends.

Without support for those left behind following a restructuring, you may find:

- ⚠ Your remaining people become disengaged and unmotivated
- ⚠ There may be ill-feeling among your 'surviving' employees
- ⚠ You may experience unwanted turnover following your restructuring
- ⚠ Your organisation is unable to move forward effectively, disrupting business as usual

Each programme explores the complex thoughts and emotions that restructuring can cause, such as:

- ✓ The process of change and understanding the emotional transition
- ✓ How to move forward and adapt to their new world
- ✓ Where to focus energy and attention
- ✓ How to manage mindset around the change
- ✓ Helping people understand what motivates them
- ✓ How to build personal resilience and develop practical strategies and actions

Flexible, outcome-driven workshops

At NFP, we deliver a programme of bitesize workshops to help navigate this period of change. Suitable for any individuals, teams, or whole functions within your organisation, whether they are leaving or not, the sessions and the coaches delivering them are tailored to your organisation and your people, ensuring you benefit from the best possible outcomes.

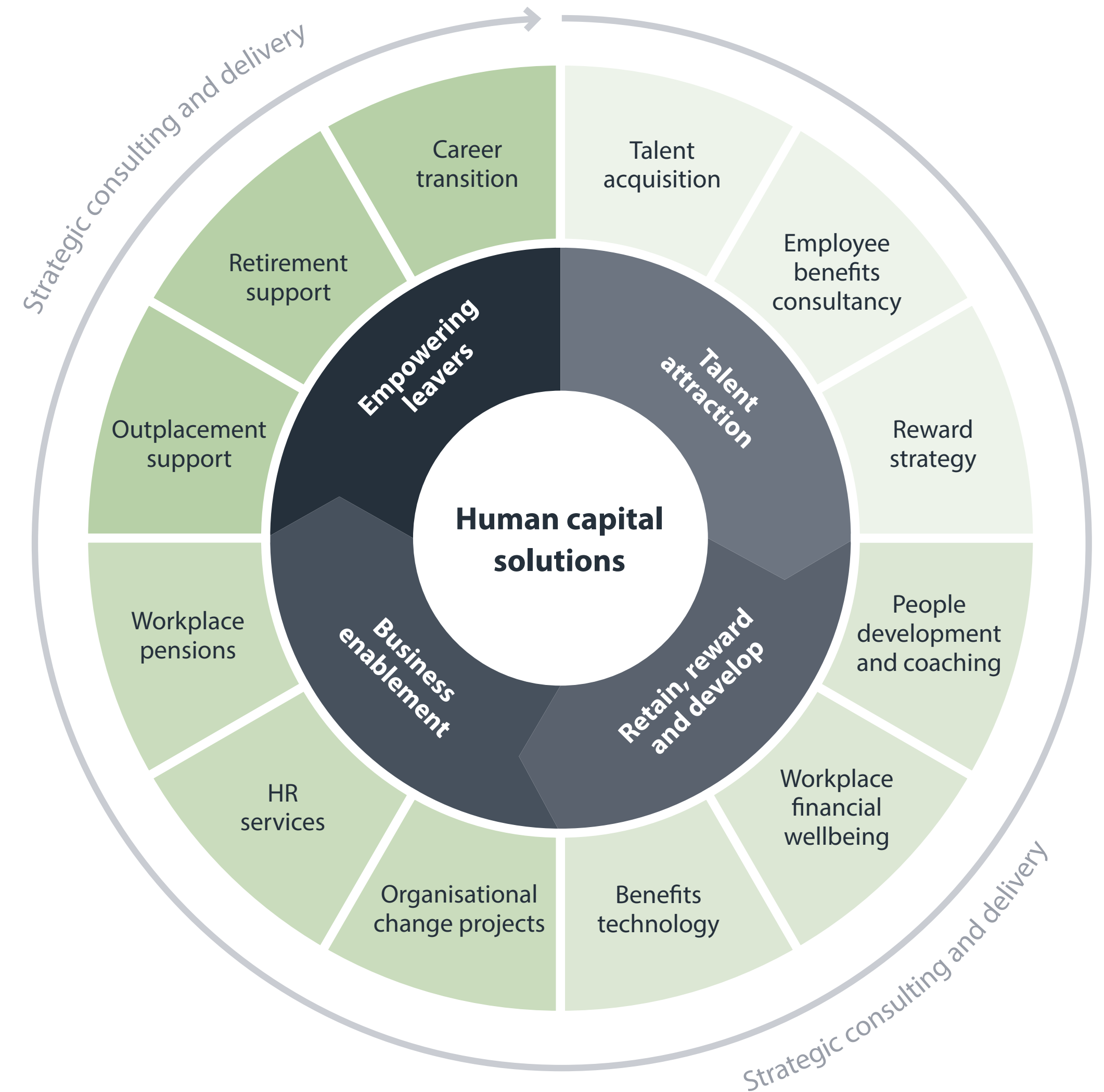
We can also deliver specific workshops for leaders and managers, focused on how best to support their teams during these particularly challenging or disruptive periods.

“This was a safe space in which to invest thoughts, feelings and emotions during a really challenging and difficult period of change. The workshop has certainly given me a new way of thinking and recognition of things I can’t change but can approach from a new and different perspective.”

Course participant
Large County Council

Solving your people challenges from hire to retire

Your people are your most important asset and the most critical contributor to your organisation's success. From joiners to leavers and everyone in between, our specialist teams can help you create a strategy that puts your people and their wellbeing first, as well as support your organisation and your employees to thrive through periods of challenge and change.




Tailored support to give your leavers the best start

If you're ready to discover how NFP can support your business with your outplacement solutions, get in touch.

 nfp.co.uk/outplacement

 peopleandtalent@nfp.co.uk

 +44 (0)1491 414 010



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