

# Outplacement Services Overview

Converge delivers personalised and tailored career services. Contemporary and evidence based frameworks including SODI encourage the individual's readiness to research, plan and implement the next steps in their career. All Participants will have access to our interactive outplacement manual to guide their journey with their consultant.



## SODI MODEL

### Self Awareness

- Interests
- Values
- Personality
- Skills
- Abilities
- Needs

### Opportunity Awareness

- Occupations
- Industry
- Labour market
- Education
- Training
- Associations

### Decision Making & Planning

- Decision making styles
- Influences
- Responsibilities
- Consequences
- Goal setting
- Funding

### Implementing Plans

- Job search
- Applications
- Resumes
- Interviews
- Transition
- Networking

## OUR APPROACH

Delivered by senior and principal career coaches, with experience in outplacement, debriefing, management and coaching.

Converge delivers a coaching based approach whereby individuals are provided with one-to-one support. Our tailored approach provides participants with the tools to maximise their independence and confidence as quickly as possible.

## KEY OUTPLACEMENT PROGRAM MODULES, TAILORED TO INDIVIDUAL NEEDS INCLUDE:

### → CAREER PLANNING

A personalised, professional assessment plans the development of the individual's career plan and aims to match personal goals, interests, capabilities and the job market.

### → JOB SEARCH COACHING

A particular emphasis is placed on identifying prospects and marketing through appropriate networking, along with responding to advertisements, accessing the hidden job market and working with recruiters.

### → RESUMES AND LETTERS

Developing and designing effective communication that opens doors for interviews.

### → REFERENCES

Preparing and establishing credible and effective referee support.

### → INTERVIEW TECHNIQUES

Building interviewing skills and self-confidence, particularly with behavioural style interviewing, and incorporating contemporary methodologies.

### → EVALUATING OPPORTUNITIES

Assessing job opening in terms of fit with strengths and goals.

### → FOLLOW-UP SUPPORT

Monitoring progress; maintaining motivation and momentum.



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**Converge**  
Care Anytime Anywhere

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## MANAGEMENT REDUNDANCY PLANNING

Support for managers and HR in planning and delivering for redundancy and restructure. Onsite debriefing and immediate support at the time of redundancy and restructure announcement.

### PACKAGE 1

**\$6,550 (EX.GST)**

#### EXECUTIVE PROGRAM

- 12 hours of career coaching with a Senior Consultant
- Can be delivered over a 6 month period
- Flexible and personalised program delivery
- Sophisticated model and approach
- 4 hours of administrative support
- Workbook, resources and career tools
- Opportunity evaluation
- Psychological and career assessment and feedback

### PACKAGE 2

**\$4,350 (EX.GST)**

#### MANAGER AND PROFESSIONAL PROGRAM

- 8 hours of career coaching with a Senior Consultant
- Can be delivered over a 3 month period
- Flexible and personalised program delivery
- Sophisticated model and approach
- 1 hour of administrative support
- Workbook, resources and career tools
- Opportunity evaluation
- Psychological and career assessment and feedback

### PACKAGE 3

**\$2,150 (EX.GST)**

#### JOB SEARCH PROGRAM

- 4 hours of career coaching with a Career Consultant
- Can be delivered over an 8 week period
- Personalised program delivery
- Workbook and resources
- 1 hour of administrative support

### PACKAGE 4

**POA**

#### TAILORED PROGRAMS AVAILABLE

- May incur design cost

Outplacement packages begin with the first session. Invoices are forwarded following the first session.

Speak to your Customer Relationship Manager or contact us to learn more.



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