

Are outplacement services beneficial?

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The current economic climate has forced some organisations to question whether they should reduce their workforce, and who to keep or let go. Those are not easy decisions for any employer.

Working with a [professional outplacement firm](#) long before any redundancies take place can help you avoid problems with people management and shows you really care about all your employees, past and present.

So what are the people management benefits of using [outplacement services](#) during a downsizing event?

Helps those in transition

Benefits like outplacement services ensure valued employees are treated as such and can soften the blow of being made redundant. Working with a professional outplacement consultant can help retrenched workers find new roles (up to 60%) faster than they would without these services.

Upholds your reputation as an ethical organisation and employer of choice

Making redundancies is never easy, but offering career transition support is a worthwhile exercise. This can enhance an organisation's image and reputation as an employer of

choice by demonstrating that you treat employees fairly. Staying in good standing with former employees also protects your brand, enabling you to effectively ramp up your future hiring efforts to meet the demands of business growth.

Protects remaining employees' morale and motivation

Although the focus may be on your former personnel, the remaining employees still have to turn up and do their job. However redundancies can significantly impact your company culture and brand – watching their friends and colleagues walk out the door with the 'proverbial cardboard box' affects people's motivation and morale. Using outplacement services communicates that you care for your employees and have their best interests at heart. This can reassure and help engage remaining employees.

Reduces stress on managers

Contrary to popular belief, letting colleagues (who may also be friends) go is rarely easy. It is certainly not a satisfying task. Making those decisions and implementing changes can be distressful for those in leadership positions, which can permeate down to the whole organisation. Outplacement services relieve some of that burden.

Allows HR managers to get on with their day-to-day job

While HR managers know what they are doing when it comes to redundancies, how the process is supposed to be handled and how former employees can be helped, taking on this additional work is not always an option. Outsourcing to an outplacement firm can help you better manage challenging times like these.

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