



Fastrack >> a practical response to redundancy >>

Over the years many additional elements have been added to the outplacement portfolio. We believe innovation in the form of a back to basics approach utilising a blend of face to face and electronic support is the way forward.

Anticipating market needs we have developed a flexible, cost effective, modular framework which can be adapted to suit client needs:

- **Mapping** – where I am I now? Where would I like to get to?
- **Planning** – what will it take to get there? Is it achievable? What base camps do I need to create?
- **Exploring** – testing out my approach
- **Consolidating** – ensuring stickability

We do this by giving participants the confidence to explore; useful at a time when huge amounts of information are literally at our fingertips through search engines and social networking sites. We don't write the cv or covering letter, participants do. In our small group programmes they also test out their approach by buddying up with colleagues. This enables participants to undertake a reality check of capability versus aspirations, as well as identifying their key ambitions. It is about focussing energy and making commitment to objectives.

We also give people the experience of sitting on the other side of the desk so they can see a cv from a hirers perspective and understand why interviewers ask the questions they do.

Getting the next job requires persistence, resilience and tenacity:

- **Networking**
- **Sources** – internet, agencies, search, advertisements, word of mouth
- **Handling rejection**
- **Following up**

It is clear that the next year or so will be a very challenging environment in which to look for new employment, and we focus on enabling people to gain both practical skills and also the resilience and persistence to be successful.

The cost is £600 per person; £350 per person for groups of three or more

This new model for outplacement, known as **Fastrack**, has been developed by our trusted business advisers in the legal sector: Withy King.

For more information or to be put in touch with them please contact Janice Riches on 07860 892020.