

# Responsible Employee Termination Management

We guide and advise companies through the process of personnel reorganization: comprehensive, competent, and customized.





**That's what newplace stands for.**

We support companies and individuals throughout the change processes. Every client is unique, and we customize our support and tools to reflect that. We focus on sustainable results and work in a solution-oriented way.

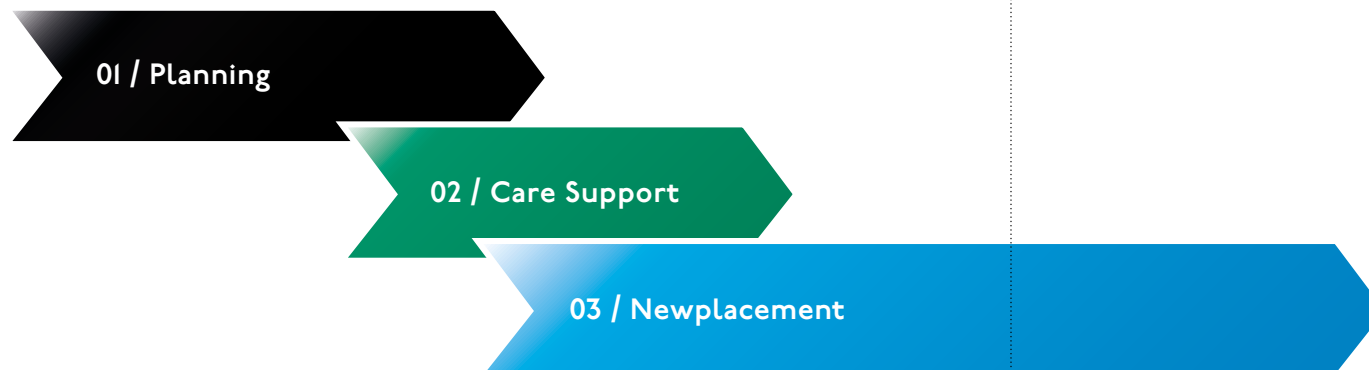
## Support for Companies

We advise and support companies through personnel restructuring processes and assist them in fulfilling their social responsibilities. Changes are challenging and stressful for all involved. As an external, neutral partner, we provide relief by supporting you through our 3-phase model: Planning, Care Support, and Newplacement.

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# The newplace 3-Phase Model

Early and professional guidance throughout the entire reorganization process benefits the company, the directly affected individuals, and all other employees. The impact of professional outplacement is often underestimated, especially its positive effect internally. With the **3-phase model**, we support companies throughout all process steps or only in individual phases.



The scope and services are  
tailored exactly to your company  
and your needs.

## 01 / Planning

Comprehensive consulting in the planning of the change process is elementary. We provide you with legal support and work with you to develop a sound HR communication concept and a social plan. In addition, we prepare the management and the HR team for the complex termination phase.

## 02 / Care Support

Our Care Team actively supports you and the affected persons throughout the entire termination phase. We act as a neutral partner to ensure the bond between the company and the employees is upheld, and we prevent escalations.

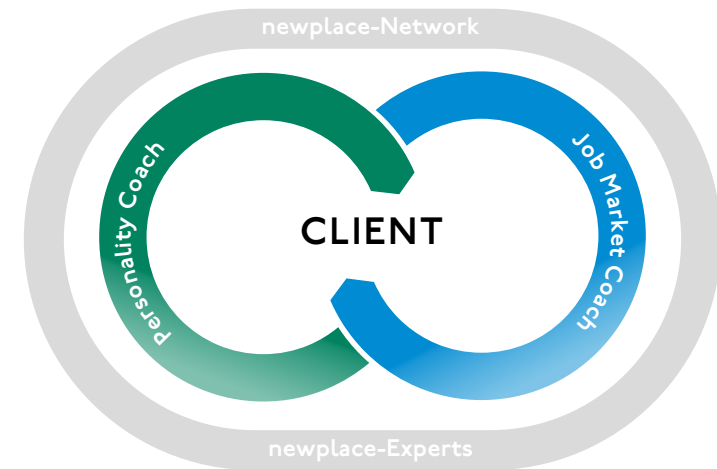
## 03 / Newplacement

During the support phase our new-place-tandemconcept® comes into play: Here, we accompany the affected employees in individual-, group- or senior-executive-mandates. Depending on the scope and situation of the reorganization, a job center is set up.



## The newplace- tandemconcept®

What is unique about this concept is that clients are accompanied by complementary specialists from the two perspectives, **Personality & Potential** and **Job Market & Application**. Clients get direct and unrestricted access to our coaches, each an expert in their field.



### Personality & Potential

Includes talents, values, skills, potentials, interests, resources, competencies, vision, drivers, stumbling blocks



### Job Market & Application

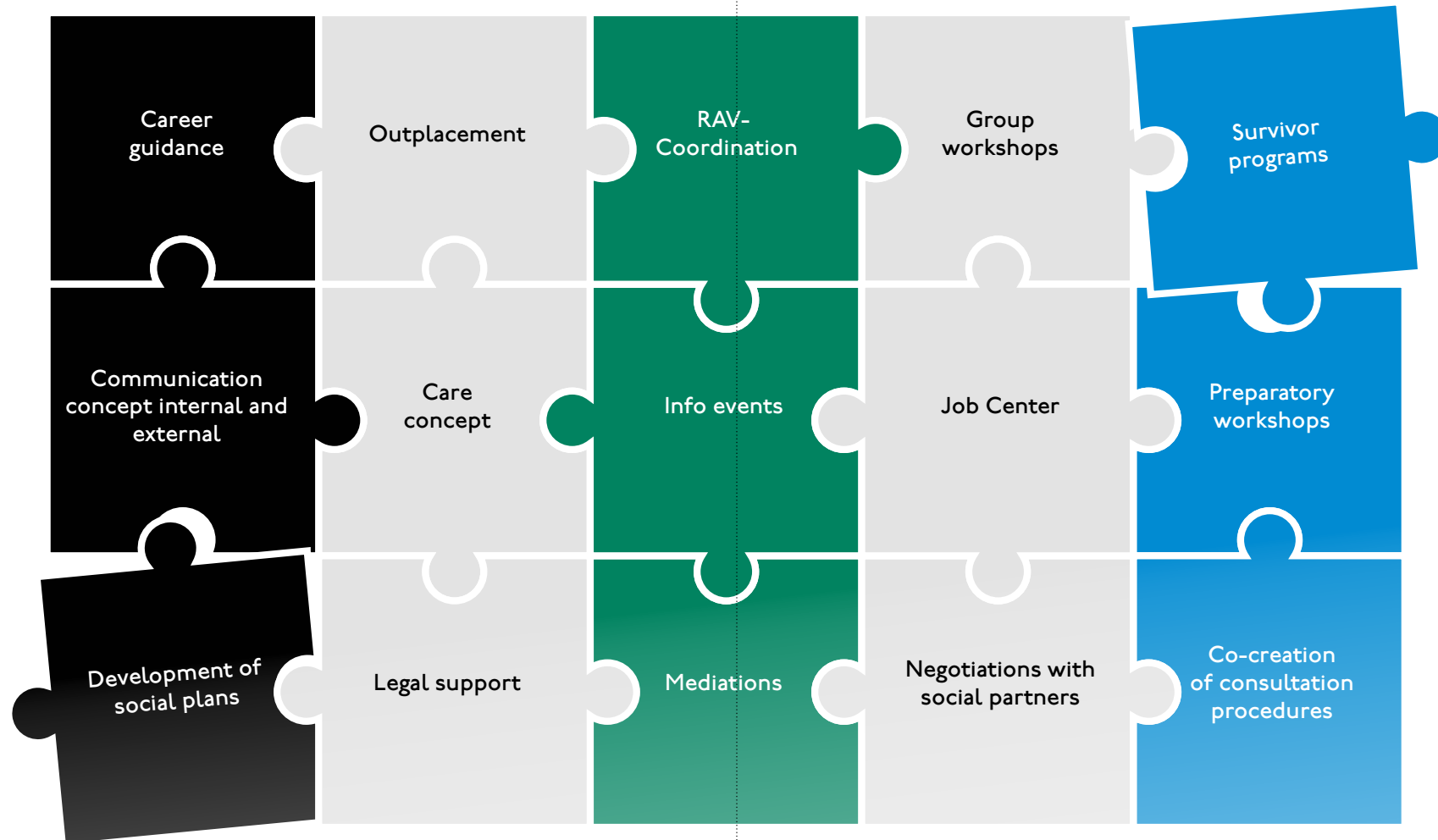
Includes self-marketing, job application, presentation skills, interview training, networking, social media



# Components for a successful reorganization

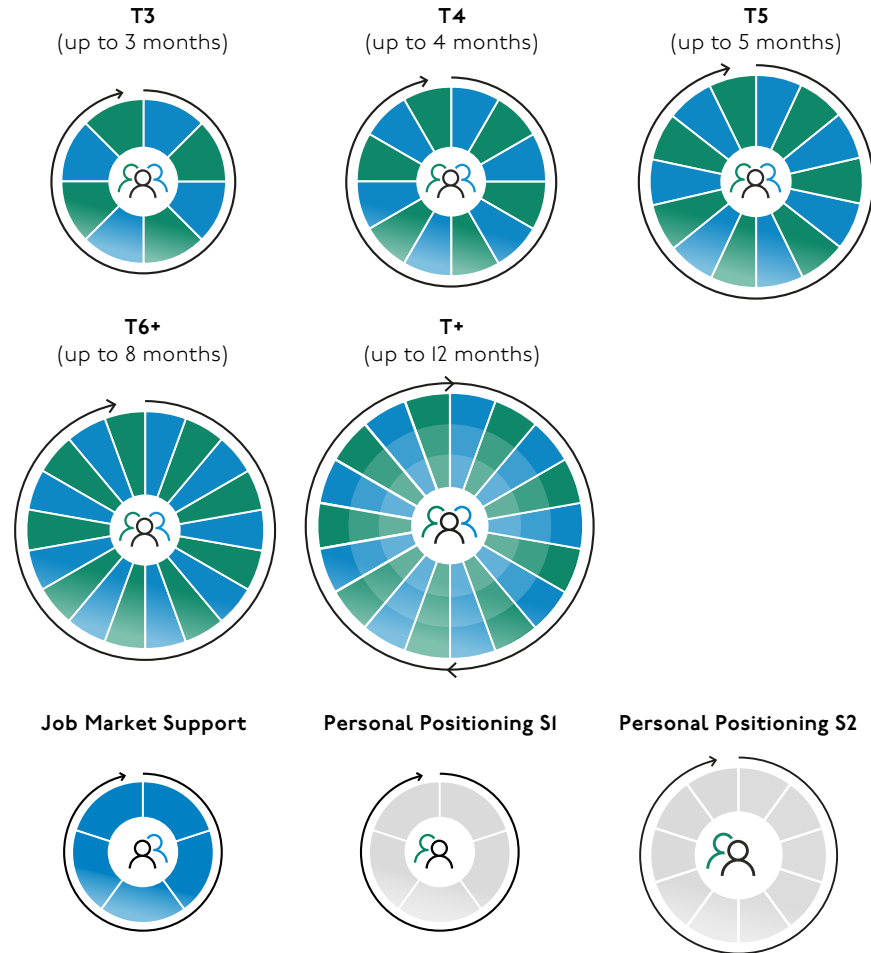
Every downsizing process is unique and we tailor it to your specific needs. We define a comprehensive and efficient support program that ena-

bles individual solutions for each person affected. The focus is on finding a new follow-up solution.



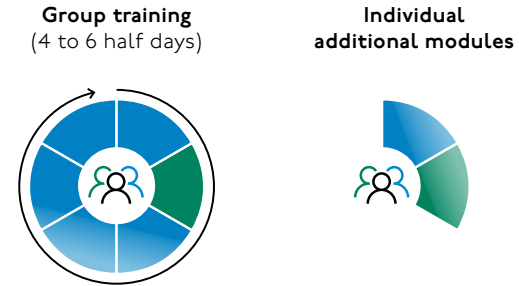
# Individual Mandates

We offer individual programs tailored to your needs. Thanks to the tandem-concept®, our clients benefit from a sparring partnership with our experts and from individual workshops.



# Group Mandates

Group outplacement is suitable for small teams of up to ten people. It is advantageous to form cohesive groups based on criteria such as education level, job category, hierarchy, or language proficiency. In group training, we focus primarily on the job market.



## Senior Executive Solutions

Our Senior Executive Program is aimed at top-level executives who want to reorient themselves. This phase is targeted at executives regardless of whether they are only in the brainstorming phase or have already separated from their employer. We accompany these individuals in recognizing the potential for development and change, and thus into a new chapter of their career.

Together with our experts and the programs designed for top executives, they experience an intensive examination of themselves, receive honest, constructive feedback, enrich their knowledge about themselves and learn about new options. In addition to the tandemconcept®, we rely on broad expert know-how and systematically network you.



## Mediation

In difficult situations, we help to de-escalate the situation and moderate discussions between affected employees, company representatives and external stakeholders. In addition, we offer psychological support

on request. Other specialists from our large network are also available to you.



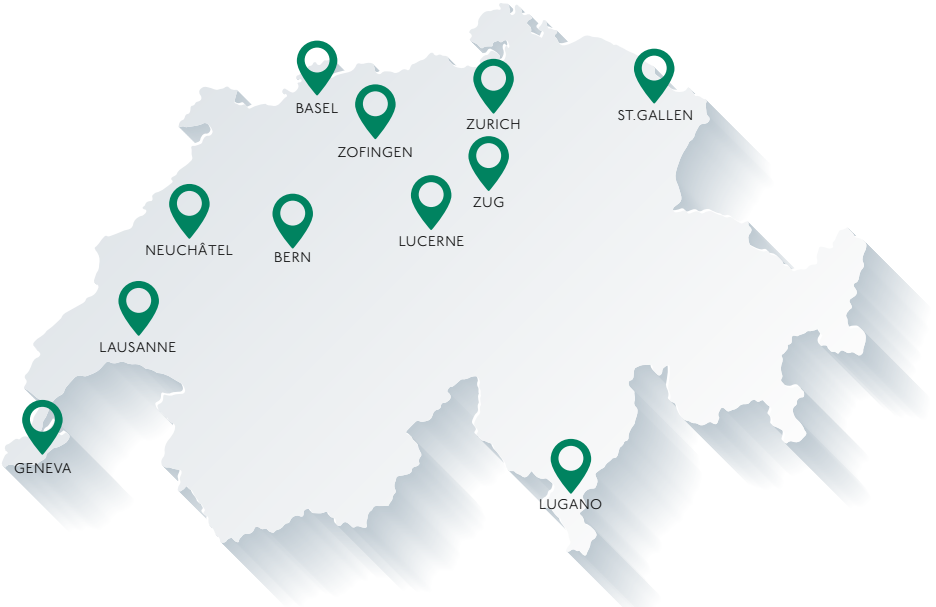
## Job Centre/Job Hunting

In the case of layoffs of more than 25 employees, it often makes sense to set up a separate job center. This gives those affected an internal point of contact for initial support. This provides security, reassurance and minimizes business and reputational risks. The job center is managed by a specialist and supplemented by other experts as needed. To avoid duplication in consulting and guarantee efficiency, we work closely with cantonal agencies (e.g. RAV). As a further added value, our experts also

act as job hunters. We contact companies in the area and work closely with recruiters. This allows us to learn about open positions firsthand and connect affected employees.

newplace. We guide and advise companies through the process of personnel reorganization: comprehensive, competently, and customized.





**newplace ag** At home throughout Switzerland – regionally anchored.  
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