outplacement services
Practical effective support

The world of work is increasingly complex. The global economy, advances in technology and growing competition demands companies to be agile and responsive. As a consequence, job security is being eroded; career disruption and redundancy is more commonplace while the diversity of career choice has never been greater.

Making individuals redundant is a stressful process for all involved. Offering affected employees support that quickly reconnects them with their chosen career path makes a positive difference. It helps reduce the impact of redundancy, speeds up the transition process and demonstrates the value that you as an employer place on your people.

Our approach

As market leaders we know exactly what your employees need to make a successful transition. Building on 40 years’ experience, we focus on the individual and their needs, offering practical and effective support to help them successfully navigate the changing job market at a time when it’s most needed.

Supporting the individual

People are different. Just as their reactions to redundancy will differ, so too will their future career aspirations. For some finding a new role quickly will be important, while for others taking time to consider a new direction will be top of the agenda. We take this into consideration and reflect this diversity, providing a highly personalised experience to each of the 30,000 individuals we support each year.

Providing the best advice and technology

We recognise that people will want to access their support in different ways. Our services provide absolute flexibility. Combining in-person and virtual coaching with leading online technology, learning events and webinars, your employees will have access to an unrivalled breadth of advice, guidance, and resources to help them achieve their goals.

Adding value to your organisation

We understand the wider implications of change for an organisation. We will assist you with the planning, communication and implementation of change so that you can effectively demonstrate your people values, protect your employer brand, improve staff retention and performance whilst maximising employee engagement and productivity.
Senior Directors
We provide highly tailored, holistic support that is centred around the needs and challenges of senior directors. Discreetly delivered through our Senior Directors Unit by coaches who have held executive roles, we help individuals to take stock of their situation, identify their future direction and support them in achieving this. We employ a range of methods and interventions including personal branding, impression management and bespoke research. In a highly competitive environment, our services ensure those we support have the competitive edge.

Individual programmes
Our one-to-one programmes provide tailored and flexible support. Career coaches provide practical advice and guidance, helping individuals to quickly come to terms with their situation, and more importantly, to focus on the future, set goals and achieve them. These highly personalised services can be delivered through our network of national offices or virtually.

Group Programmes
Delivered on-site or at one of our offices, our high energy workshops cover a range of key career transition topics including: successful job search, self-employment and active retirement. Workshops can be delivered over one, two or three days and offer a cost effective solution where large numbers of employees are involved.

On-site support
Where large scale change occurs over an extended period, we can deliver on-going on-site support, setting up a dedicated resource centre to support those impacted by the changes. This approach reinforces the message that the organisation values its employees and reduces the impact on operations and productivity by giving individuals access to support during their working day.

Online technology
Setting the benchmark for the outplacement industry, PennaSunrise is the online face of our support. Included in all our programmes, PennaSunrise offers an unrivalled breadth of information, resources, job search tools, research databases, webinars and exercises. Constantly evolving it is immersive and informative and provides additional support to help employees successfully transition.

What we do
92% of individuals we support achieve their career goals
85% of our clients have worked with us for 3 or more years
Ability to deliver outplacement support in more than 70 countries
LHH Penna is a global people management business. We work with over 2000 organisations in more than 70 countries including 70 of the FTSE 100 and some of the highest profile public sector bodies. Our vision is to make every organisation great through the performance of their people. We believe that for any organisation to achieve greatness they must be able to successfully attract, develop and transition individuals.

As the only provider able to offer proven solutions across the entire employee lifecycle from attraction to transition, we are uniquely positioned to help organisations successfully address whatever talent opportunities and challenges they may be facing.

This unique breadth of expertise enables us to offer integrated, innovative, tailored solutions that have a measurable impact on business performance.

For further information call us on +44 (0)7703 653 535 or +44 (0)161 826 9339 or email alex.cohen@lhhpenna.com

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