



BLACK FLAG COACHING

OFF-BOARDING SUPPORT PACKAGE

Proposed by:

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Managing the Tough Decisions

Redundancy and Its Ripple Effect

Navigating redundancies is never easy. As an employer, you understand the emotional complexity and the long-term impact on both the individuals involved and your organisation. The redundancy process doesn't just affect the employees leaving—it can ripple throughout the entire business, creating uncertainty for everyone.

Employees facing redundancy are often overwhelmed by emotional responses such as fear, uncertainty, and frustration. Without support, these feelings can escalate, creating tension and complicating what should be a straightforward process. A lack of proper guidance can leave employees feeling disconnected from their career goals and uncertain about their next move, making it harder for them to transition smoothly into new opportunities.

Moreover, the way the redundancy process is handled can significantly influence the remaining employees' morale. If the process is perceived as impersonal or rushed, it can damage trust and decrease engagement across the organisation. The challenge is finding the right balance between the business's needs and the well-being of your people.

The impact on employees is significant.

Redundancy can trigger a range of emotions—shock, sadness, and fear for the future—leading to confusion about how to proceed.

Without the right support, employees may struggle to redefine their professional identity and find clarity about their next steps, leaving them unsure of their value and how to position themselves in the job market.

This uncertainty can hinder their job search and career growth.

The Solution

Off-Boarding Support Package

Our Off-Boarding Support Package is designed to support both businesses and individuals during layoffs, ensuring a smooth, empathetic transition. The package empowers employees to embrace new opportunities while preserving your company's values and reputation.

Benefits for the Business:

- **Shows Commitment to Your People:** Offering support during redundancy demonstrates you value your employees beyond their role in the company, strengthening your reputation as an employer who cares about their well-being.
- **Protects Your Brand:** Employees who feel supported are more likely to leave on positive terms and speak highly of your company, helping to maintain a strong employer brand and attracting future talent.
- **Boosts Morale and Retention:** Supporting those leaving helps maintain morale among remaining employees, fostering a culture of care and loyalty that keeps your workforce engaged during transition periods.
- **Reduces Legal Risks:** A fair, transparent redundancy process minimizes the risk of disputes and legal claims, protecting your organisation from costly litigation.
- **Fosters a Growth-Oriented Culture:** By turning redundancy into an opportunity for personal and professional growth, you set an example of resilience and adaptability that encourages a positive, growth-focused mindset across the company.

The Solution

Benefits for the Employee

- **Reframing the Situation:** Using the Think-Feel-Act approach, we'll help employees reframe redundancy as an opportunity for growth, clarifying their emotional responses and taking actionable steps.
- **Aligning Career Moves with Purpose:** We will guide employees in reconnecting with their long-term vision, ensuring their next career move aligns with their values and aspirations.
- **Strengths-Based Coaching:** Employees will uncover their unique strengths through CliftonStrengths assessments, empowering them to leverage these strengths in their job search and applications.
- **Job Search Coaching:** We'll help employees optimise their CVs, cover letters, LinkedIn profiles, and interview strategies, ensuring they present their best selves to potential employers.

Session Options:

- **1-2-1 Coaching:** Tailored to individual needs, these sessions provide personalized support to help employees navigate the transition with confidence.
- **Group Coaching:** For those who prefer peer support, group sessions offer a space for shared learning and camaraderie.

Supporting Statistics

Benefits for the Employee

- 71% of employees who receive support during redundancy are more likely to recommend the employer to others (CIPD).
- Employees who receive career coaching during redundancy are 50% more likely to secure a new job within 3 months (Outplacement Consultancy).
- Providing redundancy support significantly reduces legal claims and ensures the process is seen as fair and transparent.
- Companies with a formal off-boarding process experience 11% higher employee engagement compared to those without such a process (360learning.com).
- Organisations with a structured off-boarding process retain 71% of their employees, whereas those without retain only 57% (360learning.com).

Pricing Model:

The Off-Boarding Support Package is flexible and tailored to your needs. Pricing depends on the number of employees, session options (1-2-1 or group), and program duration.

Let's discuss how we can create a plan that aligns with your budget and goals.



Why Work With Me:

With 30 years of leadership experience, I have both led others through redundancies and personally experienced the challenges of being made redundant.

I've led redundancy consultations and managed transitions with empathy and care, always focusing on the opportunities that change can bring.

Having been through redundancy myself, I view it as an opportunity for growth and reinvention.

This personal experience, combined with my leadership background and strengths-based coaching approach, gives me a unique perspective to help both businesses and employees navigate these transitions with clarity and confidence.

Next Steps:

Let's set up a call to explore how the Off-Boarding Support Package can be customised to your business. Together, we'll ensure a smoother, more supportive transition for your team members. Scan the QR Code below to arrange a **confidential, No-Obligation** call to discuss your potential needs.

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