



# Transitioning 6,000 Employees Globally Requires Global Reach and Localized Deployment

## Outplacement

### Client Industry

Technology

### Situation

To meet the changing needs of a dynamic market, this top tech company had to realign their talent strategy. This realignment had a global impact on talent, which caused this client to seek an outplacement provider that could scale and partner with them to effectively transition 6,000 employees from around the globe with a full understanding of local cultures and legislation. Right Management had a long relationship with this firm, driven predominantly by relationships in the U.S.; and was chosen to handle the project globally based on the need for scalability and consistent delivery.

### Solution

Right Management provided a tailored solution that addressed the global complexities and met the client's goal of providing a consistent experience to transitioning candidates. In countries where local labor laws needed to be followed, Right Management identified a country lead to partner with HR and help them navigate through local labor law to effectively transition employees. The solution included a standard suite of programs aligned to the employees' level and tenure, as well as:

- Live Q&A sessions to give exiting employees a greater understanding of the services.
- A global career management program was developed to help affected employees assess their career path, values, goals and needs in order to determine whether they still fit within the organization's culture and vision for countries with more rigorous labor policies.
- Personal outreach from a Right Management team member introducing employees to the outplacement program.

### Results

Right Management provided a consistent, scalable experience for all transitioning employees, resulting in:

- 96% program satisfaction rate.
- 95% of participants likely to recommend Right Management in the future.
- At the outset of the program, 29% of participants reported feeling prepared for their job search. In a voluntary survey conducted at program conclusion, 87% felt prepared for their job search, a 48% increase.
- 44% of eligible employees took advantage of the service within the first month.

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Right Management is the global career and talent development expert within ManpowerGroup (NYSE:MAN). We help organizations become more agile, attractive and innovative by creating a culture of career management and learning that nurtures future talent, motivates and engages people, and provides individuals with opportunities to increase their value throughout their careers. We improve time to value through our expertise in organizational effectiveness, career management and individual development. Our approach is centered on the fact that organizations thrive when individuals are successful in their careers. We've spent the last 35 years identifying workforce challenges and developing innovative solutions, enabling our globally informed methods to be time-tested across more than 50 countries. Visit [www.right.com](http://www.right.com) to learn more about our capabilities and solutions.



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### Testimonial

*"I found that your staff was nothing short of excellent, complementing strong human touch and professionalism. It was a tremendous help that supported me through a challenging period and made it a period of growth."*

- Program Participant

*"I was ready for retirement when I got my package. Problem was I had never REALLY thought about retirement... Your tools and discussions helped me define my priorities and to understand that it is a transition (which nobody talks about)... and it is way more difficult than you think it will be."*

- Program Participant

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