



Outplacement services

People & Change Services

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kpmg.com.cy

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The Service

Outplacement is initiated by companies that are restructuring, and/or ceasing business operations. These companies tend to have a very strong sense of corporate social responsibility and loyalty towards their departing employees.

Outplacement Services, a rapidly growing component of a severance agreement, is a career transition program offered by a company to its departing employees at no cost. The scope of Outplacement is two fold. Through programs tailored to the needs of each company and its departing employees, companies can partner with Outplacement experts usually for providing advice and support on two main areas:

1. Strategically planning for downsizing, managing the approach, and thereafter, planning towards workforce optimisation of remaining staff
2. Career transitioning and coaching, job searching, networking and personal branding, group workshops and team trainings to departing employees.

How KPMG in Cyprus can help

KPMG's Outplacement Services act as a tool to elevate the company's standing as an ethical employer and eventually assist companies to continue to recruit top talent. Regardless of how agile a company typically is, they need Outplacement Services to ensure the process is as seamless and trauma-free as possible.

As companies evaluate their company's mission, future direction and business reasons for workforce downsizing, our Outplacement Services can, specifically, help by empowering them to create a clear path toward success for their company.

We provide an all-in-one process to align with each company's goals and put their entire team at ease.

Our Outplacement Services Checklist will aid in the preparation of the four phases of workforce downsizing:

1. Making the Decision and the process leading up to this phase
2. Planning and Preparation for going through with the process
3. Managing Notification Day to the departing employees
4. Leading Company Recovery.

Benefits of the KPMG approach

KPMG's approach provides support to companies which are rethinking their talent strategy in challenging times and decide to act in advance by creating an Outplacement Services plan, to help navigate the downsizing process.

Specifically, our approach entails assisting companies to:

- Strategically plan for the downsizing exercise and the company's go-forward plan
- Handle workforce downsizing approach the right way and advise on departing employee's severance pay and benefit options
- Protect and preserve their brand reputation by being a caring leader during challenging times, maintain an employer of choice culture and increase their EQ and performance
- Refer the departing employees to our Outplacement Services to assist them in securing an employment opportunity through our Executive Search & Selection Services
- Determine how restructurings and downsizings affect remaining employees and enhance their productivity and retention, looking towards workforce optimisation
- Assemble a workforce downsizing committee and appoint an HR lead to act as the decision-making point of contact for departing employees and to follow up with Outplacement services.

Benefits to the departing employee

KPMG in Cyprus provides a variety of benefits and on-demand services to affected and departing employees, including but not limited to:

- Professional networking and personal branding
- Career assessments and personality tests for the best employment match
- Career guidance sessions and coaching
- Employee benefit information and support
- Resume and cover letter development and writing
- Interview preparation and techniques
- Matching skills with area employers and/or clients through our Executive Search & Selection Services
- Access to career retraining.

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