

# Career Transition



Media (Music Industry)

CASE STUDY



## JOURNEY OR DESTINATION, WHICH IS IT FOR YOU?

Both? We Agree. You Shouldn't Have To Choose During An Uncertain Redundancy Process.

### HDA Supports Career Transition Needs of 200 Employees in the UK, Europe and US

*"Sarah was excellent - very encouraging and inspiring. She had loads of practical suggestions and great ideas for building my own independent company. I enjoyed our meetings and it helped me focus on the future rather than dwell on the past."* – **Outplacement Candidate**

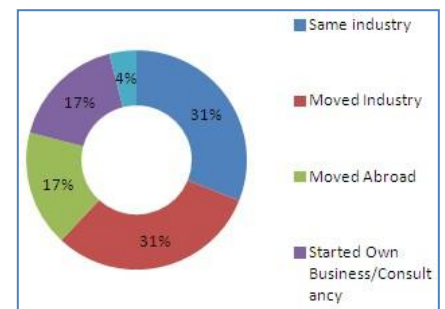
#### Background

The company acquired a number of new record labels with career transition support required both in the UK and internationally. As with all large companies, there is a continual need to provide outplacement support on an ad-hoc basis due to departmental re-organisations or individual job redesign. To accommodate this requirement HDA agreed with the company a standard level of programme to be offered to all employees.

Chart illustrates known settlement outcome. Programme take-up was high at 92%. A full range of workshops were available to attend. The most popular being 'Effective Networking' and 'Starting Your Own Business'. The majority of programme activity involved 1:1 meetings with career consultant, allowing the opportunity to receive personalised coaching and practical advice specific to their needs.

#### HDA Solution

- Units (10) allocated at the start of the programme for the employee to 'spend' against the resource options – applicable to their future path
- Our careers consultant makes initial contact with the 'at risk' employees / Candidates have access to HDA 'Online' career resource centre
- We listen, understand & assess the individual's requirements, concerns and discuss how best to maximise real value from the programme
- A dedicated lead consultant is matched to these needs and works with the employee through the duration of their support



#### Benefits for 'at risk' employees

- Practical & emotional support at a challenging time
- Flexible outplacement options to find 'best fit' solutions
- Dedicated career coach for expert guidance
- 92% benefited from improved job seeker skills & clear path on how to get short-listed and win the job offer

#### Benefits for the Company

- Exiting employees' positive attitudes preserved
- Strengthened company loyalty from remaining workforce
- Reduced risk of losing retained employees
- Positive signals to suppliers & customers