

## **OUTPLACEMENT SERVICE CUSTOMISED** TO PROFESSIONALS ACROSS THE HR FUNCTION



Companies need to constantly change and adapt to remain viable and Unfortunately, competitive. redundancies and layoffs will often occur consequence, accommodate restructures, avoid role duplication, reduce staffing costs, or because some skills are no longer needed especially with the advent of new technologies.

Employees who have lost, or will be The services are paid for by employers, losing their job due to redundancy or but layoffs, frequently need significant independent outplacement team, who support to help them quickly re-orient work directly and confidentially with in the job market and transition to new job seeking professionals. jobs. This dedicated support must focus As part of the Carter Morris Talent on all the positive elements of the Solutions Group, we're also able to change, to avoid these people being utilise all of the market knowledge of overly affected by the natural emotional our HR Executive Search team, to turmoil that comes from loss of job enable leaders from all functional security and financial disruption.

Ironically perhaps, HR employees profession, frequently need intensive levels of opportunity to support after an unexpected loss of a employment quickly.

job - the activities involved in pro active job seeking are very different to being the HR or hiring leader "on the other side" of the interview process. HR professionals often have weak resumes and/or present poorly for their own personal interviews and can as a result face extended periods of unemployment in highly competitive and selective job markets. Our dedicated outplacement support service for HR specialists includes help in providing career coaching, skills identification, personal branding, modern Resume writing, LinkedIn enhancement, profile interview preparation, job readiness assessments, and job seeking tools that are aligned to today's digital recruiting and hiring methods.

provided by our

specialisms of the Human Resource to leverage gain meaningful

### HAVE A HR HIRING NEED? - WE CAN HELP -

- We are a specialist retained search firm sourcing and securing high performance international Human Resources professionals for career roles around the world
- Our select HR network contains over 39,000 high calibre leaders, across all HR specialisms, and spanning 94 countries. We keep our networks current and up to date so we're on top of trends, and know exactly where to start in finding high performance talent
- Ability to deliver fully screened and assessed professionals ready for our employers to meet, typically in under 10 days of commencing a search for salaried roles, and within a day for interim contract and freelancer roles
- No nonsense, no time wasting, no excuses – we deliver and treat your hiring spend as carefully as if it was our own
- We have repeatedly effected successful hires for a swathe of international household brands, start-ups and SME's - all of whom quick to confirm the excellence of our service delivery and partnership.

# Carter Morris team commitment

Every single member of our team has a zero tolerance policy for unfair discrimination.

We have never, and will never consciously prejudice against someone on the colour of their skin, their gender or gender identification, their name, religion or sexual preference. However, the very nature of our work means we do have to judge people on whether or not their written and verbal communication is clear, if their technical skills and learning potential is enough for the needs of the role we're hiring for, if they've made an effort with their appearance and if we think they'll be a "right fit" for the organisation.



Every member of our team has either a personal and/or family situation that means we feel particularly strongly about the need for greater equality and fairness in our societies, and we in our own small way will continue to push for equal work opportunities and pay and benefits for our exceptionally diverse network around the world.

We know that conversations on #blacklivesmatter and other matters on equality can be uncomfortable or even divisive. However, we will continue to have these discussions regularly amongst ourselves, our friends and family, and with our HR community. We hold ourselves accountable for playing our part to make change happen.

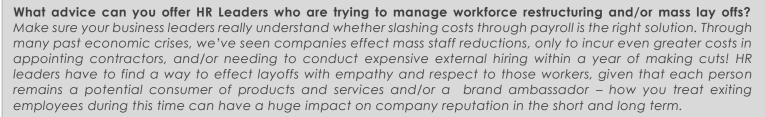


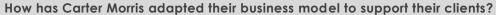
#### WHAT DOES THE FUTURE HOLD POST COVID?

An interview with our Managing Director, Leanne Morris

These are unprecedented times - What do you think the impact of Covid will be on HR functions? This is an incredible opportunity for every individual within the HR profession to "step up", and get real visibility and traction with business executives – a chance to lead on crisis management, business continuity, sustainable culture

change, and driving solutions that will truly impact current and future commercial success and viability. This could be the impetus to finally get all HR professionals property aligned and focussed on business enablement activities.





- 1. We were able to assist our hiring leaders to be effective with interviews and making job offers without having had the chance to meet anyone "in person"
- 2. We increased our team capacity to ensure we continue with the courtesy of an individual response for the influx of HR professionals who are seeking new work options right now
- 3. We launched our world first outplacement service specifically designed to help professionals from across the HR function
- 4. We launched our interim HR executive contractor service so hiring leaders who are uncertain on headcount budget can access resource quickly, and effect payments if needed through a secure credit card service

How does TA need to adapt to effectively manage talent and maintain engagement? Authenticity in messaging, and respect in all communications and process are vital. There's no point in painting a rosy picture to attract potential candidates, if the reality is something quite different; and many job seekers actually relish the challenges of chaos and ambiguity. This is the time to ensure a perfect candidate experience - some hiring leaders are thinking that high unemployment rates mean high numbers of quality candidates, but TA teams should know that the best calibre of people frequently remain employed, and need to be properly courted. If anything, it's actually harder to extract employed candidates, because they prefer the "safety" of something they know AND chances are they have a new found respect for their employers having seen how those leaders have managed through these times.

Contemplating your need to bring specialist skills into your HR team? We have a bank of select leaders who are open to new career moves across this year – all are particularly high performers, most are thought leaders in their fields, and all have achieved exceptional improvements for their employers! Sample profiles below and more to be found here.

**US based HR Transformation & Operations Leader**, with an accelerated career trajectory, global leadership experience, and Big 4 consultancy training. Extensive team management experience and fantastic experience in creating and building PMO, Data Analytics and TA Ops teams. Adds broad scope value along with granular operational support and with an acute commercial mindset has identified and secured multiple \$multimillion savings via process efficiencies, system implementations and HR tool utilisation.

Globally mobile Tri-lingual Talent Acquisition Leader with a deep and broad experience across TA, employer branding strategy, workforce planning, succession planning and RPO implementation and management. With an advanced technical ability, presents great insight in realising a truly holistic talent offering. Offers a proven strength in project management, particularly focused on pipeline development, digitalisation and cultural adaptations of TA strategies – a true global leader!

European Based Multilingual HRBP with Global Experience across diverse Biotech Organisations. Experienced in supporting commercial, engineering/manufacturing, R&D and Quality workforces and understands the nuances of challenges that brings. Has managed multiple M&A cycles and worked in both start up and established environments, creating teams from scratch and optimising workforce planning. An early career outside of HR ensures a commercially savvy and data driven mindset and offers real business partner



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