

OUTPLACEMENT SERVICE CUSTOMISED TO PROFESSIONALS ACROSS THE HR FUNCTION



Companies need to constantly change and adapt to remain viable and competitive.

Unfortunately, redundancies and layoffs will often occur as a consequence, to 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 losing their job due to redundancy or layoffs, frequently need significant support to help them quickly re-orient in the job market and transition to new jobs. This dedicated support must focus on all the positive elements of the change, to avoid these people being overly affected by the natural emotional turmoil that comes from loss of job security and financial disruption.

Ironically perhaps, HR employees frequently need intensive levels of support after an unexpected loss of a

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 profile enhancement, interview preparation, job readiness assessments, and job seeking tools that are aligned to today's digital recruiting and hiring methods.

The services are paid for by employers, but provided by our expert, independent outplacement team, who work directly and confidentially with job seeking professionals.

As part of the Carter Morris Talent Solutions Group, we're also able to utilise all of the market knowledge of our HR Executive Search team, to enable leaders from all functional specialisms of the Human Resource profession, to leverage every opportunity to gain meaningful employment quickly.

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 are 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.*

What advice can you offer HR Leaders who are trying to manage workforce restructuring and/or mass lay offs? *Make sure your business leaders really understand whether slashing costs through payroll is the right solution. Through many past economic crises, we've seen companies effect mass staff reductions, only to incur even greater costs in appointing contractors, and/or needing to conduct expensive external hiring within a year of making cuts! HR leaders have to find a way to effect layoffs with empathy and respect to those workers, given that each person remains a potential consumer of products and services and/or a brand ambassador – how you treat exiting employees during this time can have a huge impact on company reputation in the short and long term.*

How has Carter Morris adapted their business model to support their clients?

- 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 \$multi-million 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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