



Your Partner for Change

A CAREER PARTNERS INTERNATIONAL FIRM



Plant Closure :

"After the rage the next successful career step..."

When it was announced last summer that a company with almost 200 employees in the field of medical technology in Eastern Switzerland would close in one year at the latest, this was a shock for all concerned. The takeover of the company just three years earlier had raised great hopes that the local research location would continue to flourish. The company developed and marketed technologically advanced products. And then this: the products could be manufactured more cheaply abroad. Anger and disappointment spread among the employees.

The company planned to cushion the consequences for all 200 employees with various measures. In addition to early communication and a variable severance payment, an outplacement was offered. OTP was commissioned to design and implement an outplacement concept for all employees that was appropriate for each level. For the more highly qualified employees, an individual outplacement with a duration of 3 to 6 months was developed. A workshop programme lasting several days with individual coaching sessions was designed for the production employees. These measures were carried out by us in the run-up to the final closure on site.

We approached the former employees personally and asked them what the outplacement program had brought them.

«After the rage the next successful career step...»

The individual outplacements praise the very personal coaching as well as the competent advice tailored to individual needs. The value-added support and the focus on strengths are also emphasized.

The opportunity to deal intensively with one's own professional future and to discover many new things in the process is highly appreciated. Equally important are the large network of coaches and the concrete support in finding a job. Due to the professionalism, market knowledge and extensive experience of our coaches, many participants were able to achieve a higher salary or even make a career leap.

The answers to the question of group outplacement for production employees also showed a consistently positive overall picture. The focus of this program was strongly on the successful self-presentation, the very appealing application documents and a target-oriented application strategy. Here above all the gratitude for the very personal and pragmatic support as well as the patient commitment of the coaches is emphasized. The intensive job hunting and the active networking of the coaches in favour of the workshop participants were finally the decisive success factors for the effective job search. During the workshops and coaching sessions, the participants sent out a large number of active and reactive applications.

The results of the subsequent survey speak for themselves! Without exception, the employees participating in the outplacement program found a new job. The salaries are usually the same or could even be increased. In view of the fact that very good salaries are paid in the medical sector, this is a remarkable result. The general satisfaction was and is very high and the OTP program is recommended by all participants without reservation.

Mark Richter
CEO

**Interested in learning more?
We would be happy to share our experience and expertise with you.**
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