

CHAOS

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The BRIGHTON GROUP

Partners Inc.

The Brighton Group/OI Partners Inc. is a locally owned and managed consulting firm specializing in career and organizational transition services. In-depth, one-on-one consulting is the core of our distinctive approach.

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The current economic crisis is impacting businesses across the globe without a care for industry or business cash reserves resulting in numerous workforce reductions. While the evening news reports these reductions with alarming regularity, many organizations use career transition services – outplacement services – to support severed employees during this chaotic and traumatic time in their lives. So what do these people value most in these programs?

In a survey of our program participants, four key factors contributed to a successful transition. Outplacement programs:

Provide STRUCTURE and organization to develop a comprehensive game plan. To achieve the end result requires a proven set of processes, content and discipline. The program and regimen brings muscle that provides stamina for the journey.

Equip employees with a TOOLBOX of resources proven to increase success. Resources that include professionally designed resumés and cover letters, a dynamic network, databases of job banks and company research, interview coaching and offer negotiation. These all work hand-in-hand to drive the candidate's unique message to market.

Communicate what is NORMAL while teaching how to COMPETE. In transition, there are few easily self-identified anchors that describe what can be expected, challenges to be faced, and how ones skills stack up. There is a protocol to master in securing the new position. Coaching entails a thoughtful process of personal discovery, perspective realignment, and comprehensive training for competition so the candidate can *“tell their best story to the best market in the best way.”*

Provide a sense of HOPE. Outplacement coaching encircles the individual with support counteracting the feelings of defeat and isolation. Coaching supplies timely perspective and encouragement to overcome the anxiety and the confidence blow, which enables a fresh focus to move forward. Support from the outplacement team is invaluable in the emotional journey to successful conclusion.



In a tight job market, the unemployed candidate needs to prepare for an intense encounter as they compete against many others for available positions. The strength of ones transition team can expedite the process by cutting through the chaos to provide the support, structure, and tools necessary to compete so they receive the attention and opportunities deserved. Chaos is managed with an intentional program designed to maximize results.

“A better human experience...for a better business outcome”

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