

# OVERWHELMED

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The BRIGHTON GROUP

 Partners Inc.

The Brighton Group, an OI Partners company 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.

[www.brightongrp.com](http://www.brightongrp.com)

As the economic commotion advances forward, companies find themselves with the unenviable task of cutting deep into the muscle structures of their teams. Our clients bear witness to the struggle of making tough decisions around long-tenured employees, even those with 10-plus years of service. But should organizations feel compelled to do something more significant for these individuals in the delivery of career transition services?

Long-standing team members with considerable depth of service require careful consideration, coaching and support that go beyond basic job search preparation and training. The emotions related to job loss run high.

- **Surprise** in the loss of a job they have held for so long.
- **Shocked** that loyalty is discounted to a place of unimportance or a liability.
- **Confusion** over the dynamics of the contemporary job transition because they have not had to tackle it for years, if ever.
- **Intimidated** by a job market that appears to be impersonal, highly competitive, and constantly changing.
- **Questioning** their ability to succeed in the search process.

On a larger scale, the following challenges they face can be daunting.

**Recovering from the emotional wounds.** The considerable impact of job loss becomes larger than life. Individuals are astonished by how difficult it is to move forward, and how long the feelings of loss, failure and anger linger. We see individuals 6-to-12 months later carrying pent-up bitterness that has impacted their transition time.

**Painting a convincing picture.** Without the luxury of a clear case for diversified business culture experiences, it boils down to the ability to paint a vibrant career picture demonstrating value and the ability to deliver results through meaningful contribution.

**Getting connected.** The relationally driven job market is an intimidating challenge for the person that has not nurtured a network and has not sharpened the skills to build one.

**Running the marathon.** Disappointment and isolation are the demons of any extended transition. Without a reference point of recent job-search experience, discouragement can set in and rekindle the emotional roller coaster.



Despite these challenges there is hope. Employees do learn the course, are able to persevere and land on the shore of the next career. However, to accomplish a successful transition, they need a deliberate game plan combined with tailored coaching. The transitioning employees must own the challenge of driving their career, but companies that invest in the right transition service can impact a positive outcome.

*"A better human experience...for a better business outcome"*

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