



COACH4EXPATS


Career Advisory Services

CAREER CHANGE ADVISORY | OUTPLACEMENT

Is your company going to **reduce the workforce** by upcoming **layoff** events and your employees need to **get tools and self-confidence to look for a new job?**



Outplacement is the reorientation process of preparing employees for upcoming layoffs and Reduction in force (RIF) events. We are experts in assessing this complex transition process to help employees to look for a job outside the Company.

- We will help **your company** to be 100% prepared for the layoff and RIF events: when an employee is terminated, they can simply contact us to kick-start the Career change advisory process.
 - We provide **psychological support** and **Outplacement 3.0 tools** to employees who are involved in the restructuring process and need help understanding the current labor market, finding their vocation and how reinventing themselves.
 - We advise employees about their career transition to land a new job by understanding their **capabilities and skills**, and we orient them to adapt their skills to the new needs of the market to be **competitive and attractive**.
-  You, as a Company, want to build an **Employer of Choice** image and you want **to do the right thing** with your team members who are leaving your company.

TAILOR-MADE OUTPLACEMENT SOLUTIONS

Our customized **career advisory services** will help you to smooth the restructuring process by keeping your **employer branding image** and providing **the most up-to-date career advice tools** to help employees to find their career path outside **your company**..

Coach4expats has designed an exclusive career transition service for your company that ensures laid-off employees can redesign an action plan to get new career opportunities.

Our Executive coaches and career toolkits align Career path wishes with career opportunities in the current Labor Market:



OUR PROMISE

We *always* take care of end-to-end Career Transition processes to help laid-off employees to get the self-confidence to land a new job!

Emotional support in the Transition process

Online career trainings, tools and follow-up

Coaching to assess on skills & market trends

Strong knowledge in manyse ctor/industries



CAREER ADVISORY PROPOSAL – Why should you choose us?

At **Coach4expats**, we believe in tailor-made solutions that help **your company** to consolidate the Employer branding strategy. In that sense, we have designed proposals with these following 4 core elements:

- **Exclusive Outplacement online portal for your employees** with intensive training courses to align CV, LinkedIn, GitHub and Motivational Letters to the Labor Market needs.
- Career coaching **sessions in English or Local Languages** (including German, Spanish, and Portuguese, among others).
- Training and advisory sessions to personally orientate employees on the **new IT skills and new market requirements** required in the Labor Market.
- Senior Career coaches with many years of experience having worked for **several industries and sectors (Consultancy, manufacturing, mining, IT / Tech, Telecommunications, etc)**.



PROPOSAL 1: *Have a career that rocks!*

This *budget-friendly* proposal has been designed for your employees who need a **quick orientation** about the current Labor Market and need support and assessment to adjust their skill set for landing a job with potential employers.

- **Exclusive Outplacement online portal for your employees** with intensive training courses to align CV, LinkedIn, GitHub and Motivational Letters to the current Labor Market needs.
- **1 career coaching session in English or Local Languages** (including German, Spanish, and Portuguese, among others) to provide emotional support to laid-off employees and orientate them on their next career move.
- Follow-up, CV corrections and additional support for **1 month**.



Investment: EUR 399 + VAT

PROPOSAL 2: *Boost your career*

This proposal has been designed for your employees who need a **complete orientation and training** about the current Labor Market and need support and assessment to face the job hunting process.

- **Exclusive Outplacement online portal for Odisys employees** with intensive training courses to align CV, LinkedIn, GitHub and Motivational Letters to the current Labor Market needs.
- **4 career coaching sessions in English or Local Languages** (including German, Spanish, and Portuguese, among others) to:
 - Provide emotional support to laid-off employees. Tools for self-diagnosis.
 - Perform vocational tests and ad-hoc tests (e.g. DISC, Hogan, projective tests).
 - Assess to optimize CVs and Cover letters to improve job opportunities.
 - Orientate them on their next career move.
 - Identify his/her target jobs, and understand in detail the current Labor Market.
 - Get Mock Interview training and design conversations to impress future employers.
- **Exclusive training and assessment to readapt their IT skills and programming languages** to the ones required in the market.
- Follow-up, CV corrections and additional support for **3 months**.
- 2 months of **Job Search Revolution Program** (Up to 400 automated emails per day to be noticed by the hidden vacancy market - equivalent to 80% of the total open vacancies)



Investment: EUR 1899 + VAT

PROPOSAL 3: *Careers for 45+ years old and Executive leaders*

This proposal has been designed for Senior employees (45+ or Executives) who need **full support and orientation about what to do for their careers**, how to build their **personal branding** and how to face **new professional and personal projects**.

- **Exclusive Outplacement online portal for your employees** with intensive training courses to align CV, LinkedIn, GitHub and Motivational Letters to the current Labor Market needs.
- **8 career coaching sessions in English or Local Languages** (including German, Spanish, and Portuguese, among others) to:
 - Provide emotional support to laid-off employees. Tools for self-diagnosis.
 - Build a transformational action plan.
 - Perform vocational tests and ad-hoc tests (e.g. DISC, Hogan, projective tests).
 - Assess to optimize CVs and Cover letters to improve job opportunities.
 - Orientate them on their next career move as Senior Leaders.
 - Identify his/her target jobs, and understand in detail the current Labor Market.
 - Get Mock Interview training and design conversations to impress future employers.
 - Work together in planning personal and professional projects and retirement plans.
- **Exclusive training and assessment to readapt their IT skills and programming languages** to the ones required in the market.
- Follow-up, CV corrections and additional support for **6 months**.
- 4 months of **Job Search Revolution Program** (Up to 400 automated emails per day to be noticed by the hidden vacancy market - equivalent to 80% of the total open vacancies)

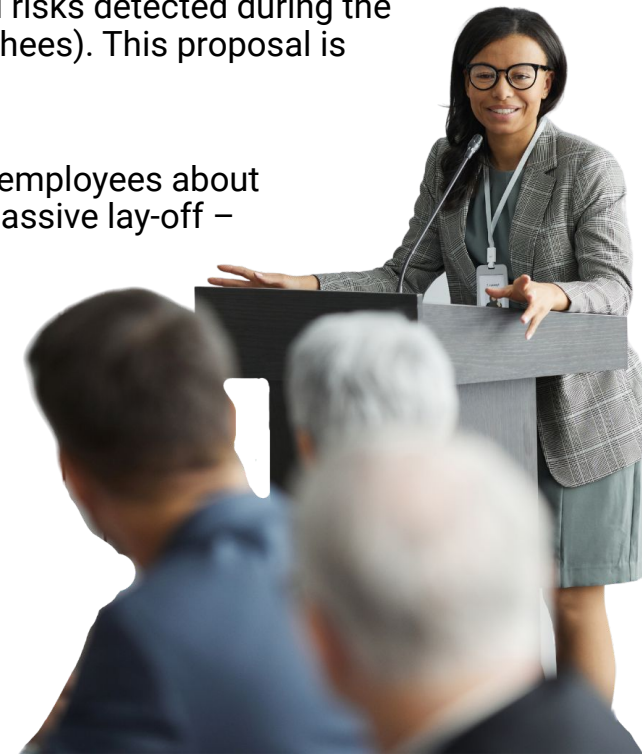


Investment: EUR 3299 + VAT

Additional proposals for future

We recommend evaluating in the future the following proposals to improve the positioning **your company** as an Employer of Choice.

- To add a **professional Coaching team within your company to prevent labor risk factors** by assessing and designing conversations to prevent undesirable outcomes and behaviours within the company.
- To **create reports and build statistics and metrics** from patterns and risks detected during the Outplacement conversations (keeping the confidentiality of the coachees). This proposal is aimed to find improve opportunities for **your company**..
- To implement **group workshops** to assess and orientate terminated employees about new IT tools, technologies and programming languages in case of massive lay-off – preferably in person, but we could do it online as well.
- To **prepare HR teams and Line Managers to face layoff events** (e.g. communication strategies, emotional support to employees, Emotional Intelligence, Budget analysis)





MARIEL SCHAAB

Career coach & Founder

Senior HR Business Partner and Job career coach professional. Diplomas in Human Resources, Labor Law, Master in Business Administration in Innovation (MBA). Certificated trainer. Multilingual.



CECILIA NAJT

Career coach & Headhunter

Senior HR, TA Manager, Graphologist and Career coach. Specialized in Information Technology, Insurance, Real Estate, Finance, Consultancy positions. Certified IT recruiter.



JULIAN VILLANUEVA

Sr IT career coach & trainer

Sr Tech TA and Head of Digital Marketing in well-known companies. Specialized in IT, Marketing and Consultancy positions. Diplomas in IT recruiting, Marketing and Political Sciences.



CAROLINA CHORNOGUBSKY

Executive Search Partner

Experienced HR Manager and HRBP for well-known companies. Sr Manager in Development and Employer branding. Diplomas in Human Resources and Leadership programs.



CHARLIE PALACIO

Career coach & Headhunter

Headhunter and Senior TA Manager for well-known companies. Employer branding. Diplomas in Psychology and Human Resources.



ADRIANA GERBEAUT






Career Opportunities Analyst

Never is late to find a new career path! With a Diploma in Statistic and solid experience in Data Analysis the Public and Private sector, she reinvented herself by helping other to find new career opportunities abroad.

Human resources solutions
tailor-made to your Company needs



Career Advisory Services

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