

## **It's more than "Job Hunting"**

**When someone leaves an organization, the issues are not easy for the individual or for the company. We can help both.**

**Using our partnering philosophy, we work with companies throughout the entire planning and implementation process to make it as problem-free as possible.**

**For affected individuals, we offer a full range of outplacement services coupled with career coaching to provide the help they need in their transition.**



- **Pre-employment selection**
- **Test development**
- **Management evaluation**
- **Management development**
- **Vocational assessment**
- **Career planning**
- **Organizational problem solving**
- **Change management**
- **Team building**
- **Culture and attitude surveys**
- **Career transition/Outplacement**
- **Leadership training**

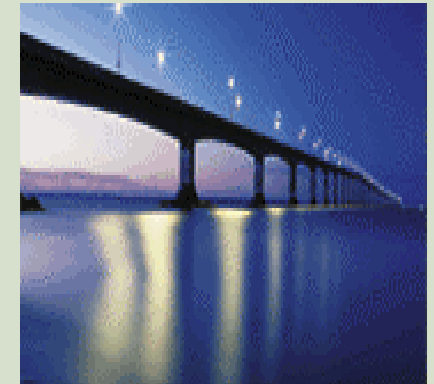
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## **Career Transition Services**



**Sometimes  
bridges are  
needed**

## Outplacement is a Process

We do not look at outplacement as simply a reaction to an event. We see it as part of a process that is directed toward a successful transition for anyone leaving an organization—no matter the reason.



Each part of that process can play an important part in leading to

a successful end result. Companies may need help or guidance with only one or a few of those steps. Our staff of outplacement professionals and organizational psychologists are equipped and experienced in providing the assistance needed for any part of the process. We can help a company avoid mistakes and we will guide the individual through a transition process that can be difficult and emotional.

### Planning and deciding

Companies would like to make sure they have explored any options they may have such as development or coaching programs. Blankenship and Seay has significant experience in these areas and can help at any point in the decision making process.

### Implementation of separation

Blankenship and Seay can partner with a company to help with this phase of the separation process, including being present for assistance at the time of the event. We can help with questions or reactions that need to be addressed.

### Outplacement for individuals

There are, of course the basics:

- Résumé preparation
- Interview training and preparation
- Job search action plan
- Networking skills
- Career evaluation

Blankenship and Seay works closely with each client to ensure that their materials are accurate, timely, well thought out and effective. We believe that every individual is different, and therefore every individual's program must be different.

### Career coaching

Blankenship and Seay provides a career coach for every individual to guide them through a complete thought process about their future. One-on-one coaching throughout the entire process is designed to keep the individual on track and focused on the end result, not simply the mechanics of each stage.

### Variations

Blankenship and Seay offers a unique opportunity for outplacement in the Birmingham regional area because of our extensive network of relationships. We can also assist in providing services to remote locations or other states via a referral network of career transition firms.



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