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| Tel. 082-8098129 Fax. 086-5197533 | albert@protalent.co.za www.protalent.co.za |

Restructuring & Retrenchment Assistance

The business need

In pursuit of long term sustainable success and in response to continuous changes in the environment all organisations embark on some sort of restructuring initiatives and this often leads to re-deployment or retrenchments. This has an impact on both the employer's reputation and the employee's wellbeing.

In order to enhance the reputation of the employer as a responsible entity, to overcome setbacks and re-energize the business, and to guide affected employees through times of uncertainty, Pro Talent offers the following services;

Team building

Research shows that managers and employees who stay behind after a restructuring exercise are also affected by the retrenchment of their colleagues. It is therefore important to pull them together and to build a positive new unit.

Individual Counselling

Counselling affected employees starts with a short individual session with a qualified Counsellor to test the need for further assistance. It helps the individual to focus on all the changes and to become positive about the future. If there is a need for more intensive emotional counselling the individual will meet with a registered Psychologist who specialises in this field.

Career resilience workshop

This workshop is for departing employees who want to set themselves up for a new career. This is particularly useful for individuals who have been with one employer for a long period of time and who are not immediately ready for entering a different career. The workshop covers three topics;

1. Understanding the changing world of work
 - i. Driving forces of change in the work place

- ii. New career paradigms
 - iii. New requirements for career success
2. See how prepared you are
 - i. Self assessment
 - ii. Your personal strengths and weaknesses
 - iii. Your opportunities for improving career success
3. How to improve your chances
 - i. Employability security
 - ii. Your next steps to success

Starting a Business

For those individuals who are interested in starting or buying a business, we offer a Business Start-up Workshop. This is particularly valuable to individuals who have become used to a steady income from a fixed salary. The workshop helps them to draw up a business plan with subject areas:

THE BUSINESS PLAN

1. Me and my business – Objectives for the business, roles, time management
2. Leading the business – The opportunity, vision, plans and goals
3. Managing the business – disciplines and structures
4. Money management – capital, cash flow, personal income
5. Business processes – streamline, simplify, standardize
6. Product strategy – what and for whom
7. Marketing strategy – distribution, promotion, pricing
8. Sales strategy
9. Customer strategy – segments, propositions, service
10. People management strategy

Personal Financial Planning

On retrenchment one's personal financial situation changes significantly and it is important to understand short, medium and long term scenarios before making any drastic decisions. Pro Talent's role is to help individuals with a "reality check" and to refer them to the most appropriate specialists in the field of financial planning.