



## CASE STUDY

# Outplacement Financial Services Sector

## Background

**Harmonics** were retained by one of the major banks to support both managers and their employees, across multiple locations in both the UK and Ireland who were impacted by a significant programme of restructuring, phased over a number of years.

## Challenge

The needs of the staff were varied and included many long service staff with no visibility of, or exposure to, career opportunities beyond the Bank. Many of those impacted were in roles which were very specific to the Bank and lacked awareness of their transferable skills and lacked confidence in their ability to secure roles externally.



## Solution:

**Harmonics** delivered an innovative and personalised programme of support to over 4,000 staff. This included career planning, redeployment support, outplacement, retirement planning and executive career transition, all tailored to the diverse needs of those impacted over the lifetime of the project.

Our programmes focussed on initially building skills awareness and confidence, and then on providing people with the tools to identify and realise opportunities in the internal and external market.