

## CASE STUDY

# Outplacement Pharmaceutical

## Background

Following a global review of their manufacturing operations, the company's global HQ decided to close the Irish manufacturing site in two phases over a three-year period. Following a tender process, the company chose Harmonics to deliver an extensive programme of support to their employees over both closure phases.

## Challenge

Many of the employees had been with the organisation for a considerable period of time and although they felt very confident in their own environment, transferring this beyond the company to the external market, was challenging for them. We needed to bridge a skills and confidence gap to enable employees market themselves effectively for prospective new roles.



## Solution:

The company undertook a huge programme of career and professional development in cross-skilling people and making them more employable and marketable for life beyond the organisation.

The **Harmonics** career support programme combining workshops, 1:1 Career Coaching and our online career centre, complemented this:

- Provided a framework to enable people to stand back and fully assess their skills, talents, experience and personal qualities outside of their current role and employer and;
- Provided them with the self-marketing tools to enable them to become more proactive in sharing their career journey story with others and secure new roles

Additionally, our award-winning 1:1 Financial Coaching support programme provided employees with independent and relevant financial advice at a time of big financial changes in their lives.