

KARENT®



Individual Outplacement

One step ahead in your career



*We look for the perfect fit –
the right company and the
right job for you.*

Your situation | Our approach

Our annual HR surveys show that companies in global competition adjust their structures to meet current needs more frequently now than they did a few years ago. Employees are released and newly created positions filled with more tailored precision. Job security is decreasing and the duration of positions in companies gets ever shorter.

In order to get ahead in this changed environment, you must be fully aware of your strengths and weaknesses and develop a clear, long-term goal that matches your profile. All companies are looking for the perfect fit in filling vacancies. And that is precisely the goal that we pursue with you in our consulting process. We want to find the perfect fit for you, i.e. the right company and the right job.

SUCCESS IS NO COINCIDENCE

For each vacancy today, companies will find several suitable candidates. It is often a gut feeling that decides who gets invited to an interview and who gets the offer.

We do not want to allow chance to determine your success, so we utilise all open and hidden job market opportunities robustly. We want you to be considered for a new position before it appears in the job portal or newspaper.

Professional presentation of your profile increases your chances of being invited to an interview. As a result, you have more interviews and receive more offers than other candidates, even though they are often just as qualified.

IMPORTANCE OF CONSULTANT QUALITY

Successful professional consulting in this often difficult situation for employees and companies, relies not only on specialist expertise and comprehensive practical professional experience, but also a seasoned consultant with life experience.

KARENT exclusively engages consultants with longstanding practice, academic qualifications and management experience, who have joined the field of outplacement consulting following their initial career and are familiar with the problems of their clients from first-hand knowledge.

Prior to their consulting activities, all KARENT consultants undergo extensive assessment and comprehensive training to ensure that all of our clients benefit from the substantial experience we have gathered in two decades of KARENT consulting.

JOBSEARCH: GUARANTEE OF YOUR SUCCESS

Since the foundation of KARENT, active placement and the search for vacancies for our clients have been key components of our consulting service. Our clients are always supported by a team of outplacement consultants and job searchers.

We utilise every channel in the employment market for our clients: job portals, headhunters, consultant and client contact networks, as well as direct communication with decision makers in target companies.

Targeted communication with HR decision makers, which we have developed and perfected for years, has proved to be the fastest and most successful way into the employment market.

The considerable effort pays off. More than 80% of our clients find their next position through this channel, often within the first months of our process.

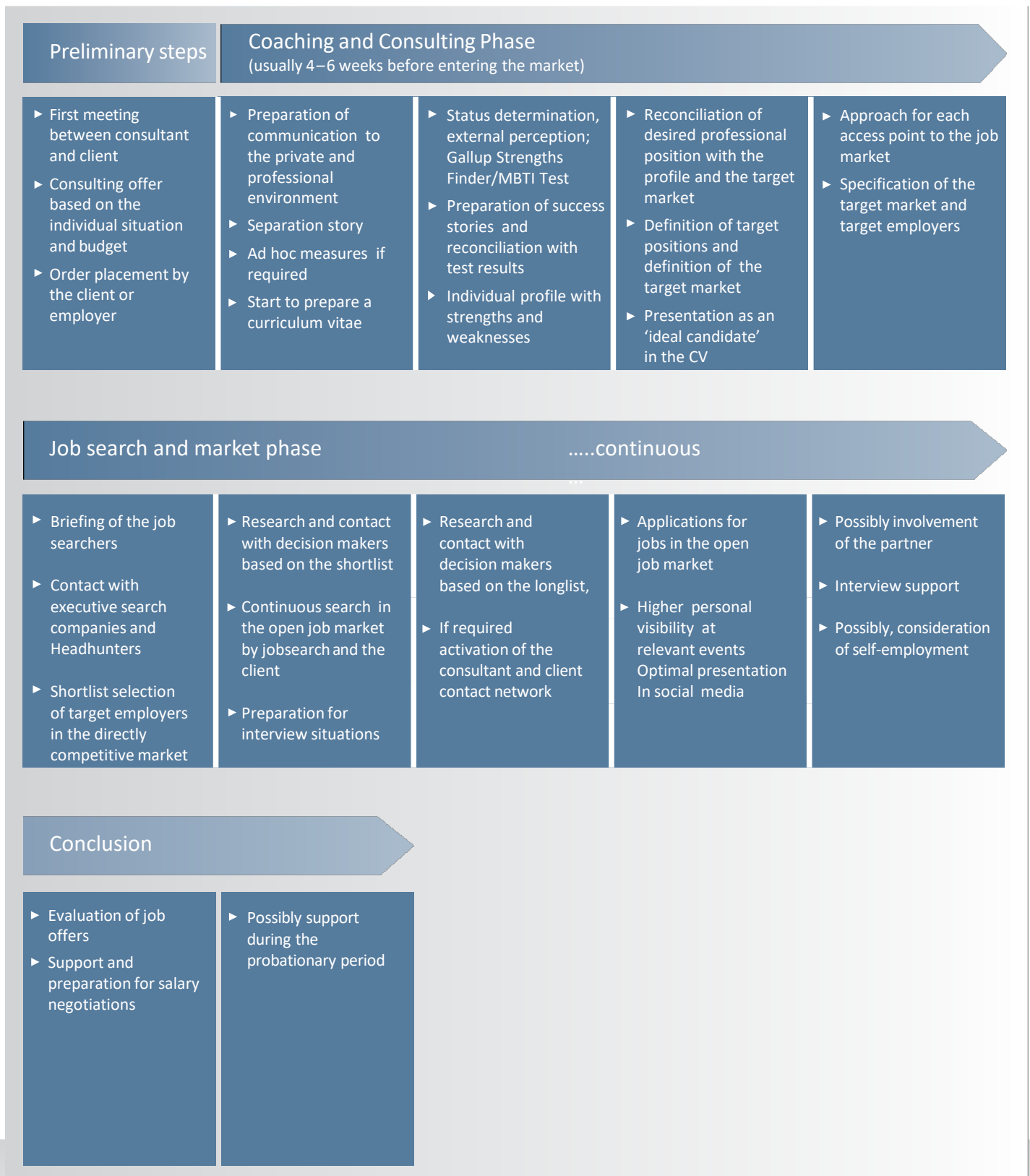
CONSULTING PAYS

Outplacement consulting can reduce the career reorientation phase considerably. High severance payments certainly provide a financial buffer, but they do not deliver the necessary professional prospects.

97% of our clients in individual outplacement find a new challenge within 12 months – generally even faster. The average consulting period at KARENT through to a new job is about five months.

If our outplacement consulting helps you to find a new job one to two months earlier, the investment will already have paid off as a rule – even if you consider the financial benefits of consulting alone.

Typical Project Process



Consulting and Coaching Phase

ANALYSIS AND OBJECTIVES

Consulting starts with a review of your career to date. Your professional strengths are analysed using self-assessment and external evaluation. We use recognised psychological tests to make your particular skills transparent. The objective of this phase is to understand the motivation and personal characteristics that have supported your professional and personal achievements to date. We jointly establish the professional and personal goals you wish to pursue in the short and long term, as well as your ideal target position. Your career strategy should be as clear, precise and realistic as possible. We recommend that you include your partner and your personal circumstances in your deliberations.

SEPARATION STORY

One of the most important questions in terms of professional repositioning, and asked at almost every interview, is why you left your last employer. You must always have a credible answer to this question; one that does not raise any kind of negative inferences regarding your performance or motivation.

This question is always less dramatic if your place of work itself was shut down, rather than, for example, if you are not even sure why you were let go. We work with you to clarify the situation and prepare different communication strategies, which you can use in both professional and personal contexts.

POSITIONING

With the help of our CAR method, your professional and personal achievements to date become so-called sales arguments for interviews. During the application process, these sales arguments significantly highlight future contribution potential in achieving the goals of a new employer.

Finally, video training teaches you optimal self-marketing in interviews. You learn to respond confidently to typical, awkward interview questions, while repeatedly emphasising your skills and achievements. We also prepare you to recognise interviewer types, including the appropriate responses to ensure that you are seen as genuine and personable.

During the application process it is important to ensure consistency in presenting and conducting oneself, from the first letter/mail to the last personal impression. The brief professional profile, CV, verbal introduction and personal image must be consistent and without contradiction. This significantly increases the chance of an offer following an interview.

YOUR TIME

When you have been released and can focus completely on the consulting process, you can expect to have determined your strengths and career objectives 4 to 6 weeks after starting the consulting and coaching phase. At this point you should also have completed your preparations for entering the job market. Only then can you brief your job searcher.

During these first 4 to 6 weeks, you will typically see your consultant once or twice per week for a personal consultation lasting one to two hours.

COACHING IN THE TRIAL PERIOD

If you are successful before the end of the agreed consulting period or if you have booked a Guarantee programme, outplacement consulting is followed by coaching in the trial period.

The first 100 days are critical in adjusting to the new culture and assignment, finding the right balance between listening and learning on the one hand and active driving of activities and projects on the other.

We prepare you for these critical first 100 days and are available to you during the trial period if you wish to discuss any aspects of your new situation.

The Job Search Phase

YOUR ENTRY IN THE MARKET

In the job search phase, we jointly use all access possibilities to the open and hidden job market robustly. Focus depends on the market span of the target position.

If you are released and available without restriction, a broad job market campaign can start six weeks after the start of consulting at the latest.

Together with your consultant, you prepare a briefing for the job searcher, who will research and review all opportunities to access the job market. Our process covers the job market relevant to you as comprehensively as possible, so that your next position is not a chance encounter, but rather the best possible vacancy at that time. The timeframe for addressing the market should also be compact, to ensure that the maximum number of interviews can take place as closely as possible.

This not only bolsters your confidence, but also allows you to decide between several offers.

ADDRESSING DECISION MAKERS

Addressing decision makers is an approach developed by us in 2002 and continuously perfected since then. It is one of the most effective ways to access the job market and has been successful for 80% of our clients. It is based on the extensive efforts of our researchers. We have to identify relevant companies in your target market, then identify and contact the decision makers for the target position.

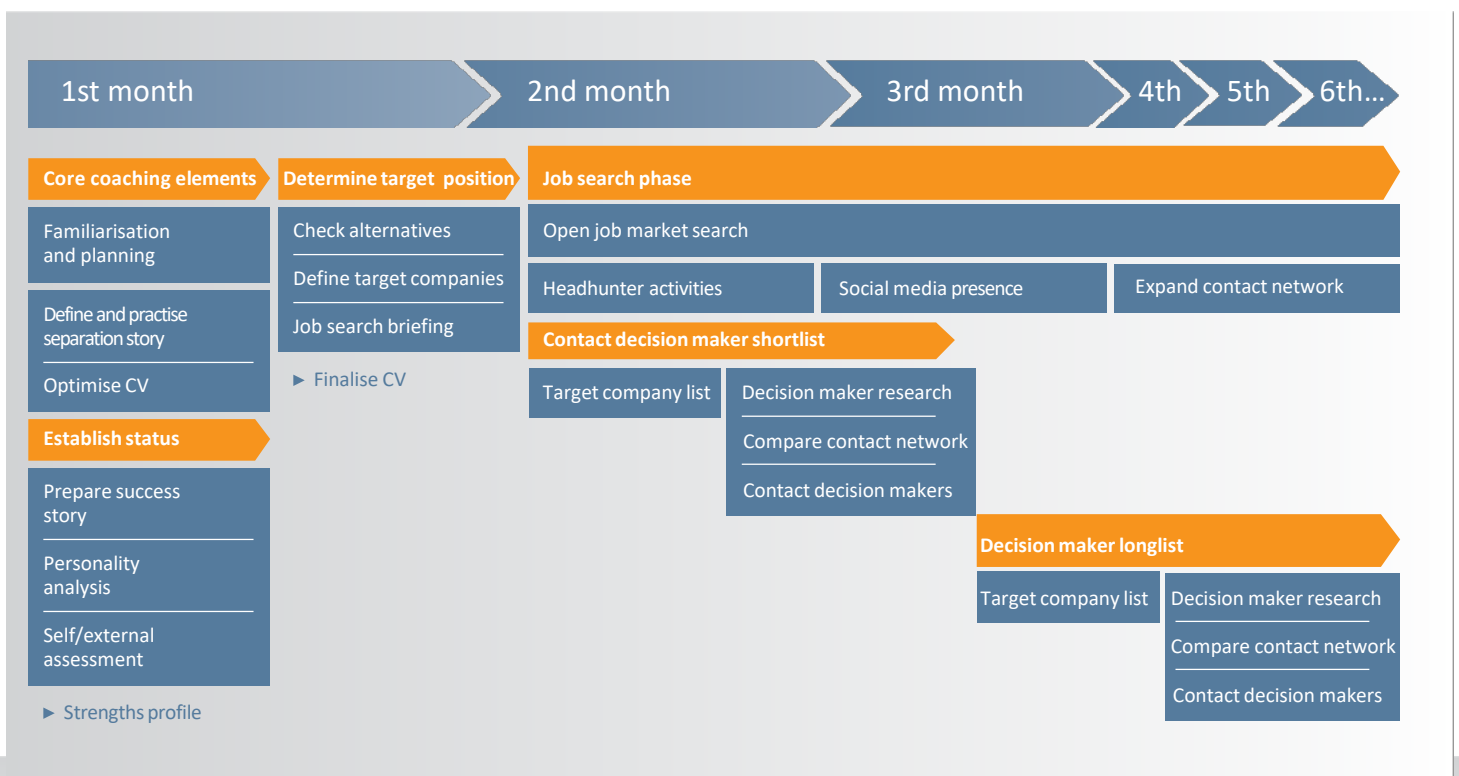
In alignment with other ways to penetrate the job market, especially with regard to personal contacts, yours and ours, we then decide individually regarding the best way to make contact, leaving nothing to chance. The process is structured in steps.

Initially, we create a shortlist, generally consisting of the closest circle of competitors. While we wait for market feedback, we work on a so-called longlist, covering your broader target market.

In most cases, the first spontaneous interview invitations are received within a few days, and four to seven invitations in the following weeks.

ALTERNATIVE JOB MARKET ACCESS

Companies use different recruitment processes, making the engagement of headhunters an important tool in your job market campaign, alongside the search for vacancies in job exchanges, maintaining and expanding personal networks, and social media visibility. In rare cases, an advertisement in specialised media can lead to success.



Individual Outplacement Options

CONSULTING PROGRAMMES

We offer three different outplacement consulting programmes to allow us to tailor our service to meet the individual needs of each client. These differ in terms of the experience of the individual consultant and the time and effort required in job search. We are happy to advise you regarding the consulting programme that will meet your needs.

SENIOR EXECUTIVE CONSULTING

Our Senior Executive programmes addresses senior managers. The consultants have longstanding experience and have generally held equivalent positions themselves. This programme level usually requires extensive research for partners, managing directors of holdings and supervisory board members.

EXECUTIVE CONSULTING

Our Executive programmes supports middle management and highly (generally academically) qualified specialists. The process is aligned to the individual situation and depends strongly on the relevant target position. Research often focuses on managing directors and division heads.

PROFESSIONAL CONSULTING

The Professional programmes supports qualified professionals. Consulting here has a greater focus on practicalities and execution in order to expedite a broad job market campaign. The stringent recruitment processes of companies in this area generally reduce the extent of research required.

GUARANTEE PROGRAMMES

Our Guarantee programmes offers consulting and searching for our clients for a period of up to 2 years. Consulting time is not limited in this programme and, as part of the guarantee, we will advise the client again* should the successful placement be terminated by the employer or by the client during the probationary period.

FIXED-TERM COMPLETE PROGRAMMES

Fixed term complete programmes include all available tools and consulting components, as well as research in alignment with the duration of the given programme, which can be set individually to suit your situation and the available budget.

COMPACT PROGRAMMES

Compact programmes offer 8 hours of consulting over a period of 2 months, as well as target company research as a basis for your own processing. Compact programmes are generally limited to a specific selection of topics.

The consulting focus is often on establishing the current status, developing sustainable career objectives and preparing application documents.

However, the focus can also be on entering the job market. Your consultant will help you to work out your key areas.

SECRETARIAL SERVICE

The guarantee and complete programmes always include proofreading, formatting and printing of your CV, as well as sample CVs. On request, we can scan your references and other application documents for you. If you need more extensive secretarial support, even for individual documents, we will be happy to make a separate offer for such services.*

EROOM

The guarantee and complete programmes include access to our EROOM platform for the exchange of documents and search results. You, your consultant and job searcher have shared access to all of your important project documents. Your job searcher provides you with access to the identified vacancies. You will also find additional material to complement our consulting manual, e.g. sample CVs, headhunter directories and other interesting information to support your career reorientation.

*not in the Professional Programmes

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