



A Bend in the Road – Career Transition Programmes

In today's quest for competitive advantage, change is inevitable. Factors such as economic cycles, technological advancement, globalisation and company mergers and acquisitions have created increasingly severe environments. Modern organisations need to rapidly adapt if they are to survive, let alone thrive and, this often involves painful restructuring, rationalisation and retrenchment.

From a company's standpoint, the decision to terminate employees is fraught with potential legal, financial and public relations consequences. It is critical that managers communicate the news of retrenchment in a professional, legal and humane way in order to treat the departing employees with sensitivity and to maintain a respectful corporate image.

There are numerous ways in which organisations that have to let staff go can benefit from Outplacement or Career Transition Programmes tailored to address their needs. Advantages include:

- Commercial decisions to change executive and other staff are made in a timely and effective manner
- Management is allowed to concentrate on the business, thereby facilitating growth and profit objectives
- Teams can be kept lean, active and effective
- Promotion/succession planning complications can be resolved
- Public, customer and internal relations are improved by evidence of corporate concern for the welfare of employees
- Morale of remaining staff is enhanced, thus retaining key performers
- Enhanced reputation of the company in the market place will ensure the attraction of new talent in the future
- Risk of unwanted and time consuming litigation is minimised
- Termination costs can be reduced whilst still ensuring the parting is mutually beneficial
- Support for outgoing executives helps to maintain good relationships with individuals who may well become competitors, important industry contacts or even potential alliance partners in the future

performance driven people solutions

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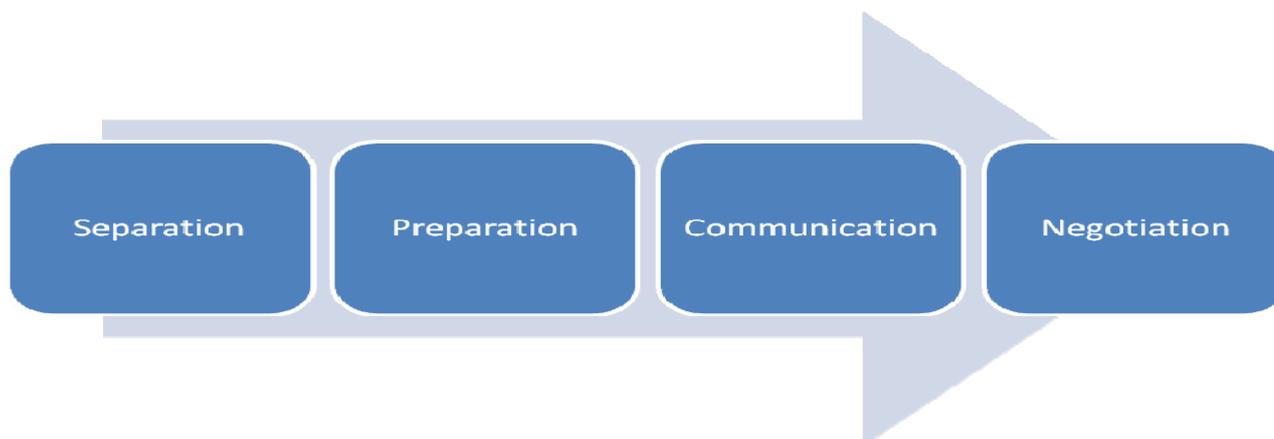
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Our Programmes – A Bend in the Road

The overriding concept of our programmes is that that being unemployed or retrenched is not the end of the road but, a “Bend in the Road” - the beginning of a new and exciting journey towards New Beginnings. It has been our experience that participants navigate their way through the following phases:



1. Separation

In this phase, participants come to terms with their situation, establish support systems, identify their skills and abilities and establish new goals and objectives. Before embarking on career progression, letting go of what participants have been used to will require an investment of time. It is most important that individuals first come to terms with what has happened, expressing their feelings which may include frustration, anger, fear, loss and many others, perhaps even some positive like enthusiasm and relief.

2. Preparation

Various behavioural analysis tools and questionnaires can assist participants understand both their motivators and de-motivators within a work environment. This is a good way of ensuring that their target roles will fulfil their preferences which ultimately energise and motivate them. By gaining this self knowledge, individual are able to emphasise their strengths and thereby more effectively market themselves, as well as critically assess any job offer in order to estimate how the role may allow them to play to their core strengths. This will allow for the development of a marketable package in terms of a winning CV and well-honed presentation skills.

3. Communication

This phase should assist displaced employees with formalising the establishment and maintenance of a growing network of individuals who are key to career and business success, how to target potential employers directly, as well as how to respond to advertisements and handle interviews.

4. Negotiation and Settling in

Participants should be able to measure opportunities against their own defined preferences, as well as negotiate commensurate compensation. The outplacement programme should also assist participants establish themselves within a new role by understanding how to make a

lasting impact on the first meeting with new work colleagues, what success means from the viewpoint of the new boss, and how to make the most of the first 100 days.

Programme Formats

Presented in 3 basic formats, the focus of our programmes is to provide displaced employees with a strong career management plan and the job search tools needed to successfully

Programme	Summary	Level
Group	Between three and five individuals take part in our 4-day Group Outplacement Programmes, during which time discussions are held and exercises are completed, relating to the career transition process. In addition to group exercises which allow for an element of synergy and support, 'one-on-one' time is set aside for each participant, to assist them with personal issues, develop interview skills and address concerns that arise during this phase of transition.	Support Staff
Consolidated	DMA Global's Consolidated Outplacement Programmes are made up of four meetings, held with the separated employee (ideally 1 meeting per week over a 4-week period). This programme commences at the "pick-up stage" of retrenchment, works through the career progression process and culminates in development of a strategy for the achievement of defined objectives.	Supervisory Staff Middle Management
Extended	Our Extended Programmes are designed for more senior members of staff and typically last around three months. They deal with the same process of career transition, but in a more complex and personalised manner.	Senior Management Executive Level

Who we are

Established as a recruitment company in 1980, The DMA Group has evolved to offer a comprehensive selection of HR related solutions. By engaging the knowledge and expertise of specialists in their respective fields, we are able to provide effective and innovative outcomes to satisfy client needs in sourcing, retention and outplacement.

What participants have said about us

"In May 2008, at the age of 56 years, I was informed by my company, for whom I had been employed in a senior position for 5 years, that my services were longer needed by them. This was obviously totally unexpected and unplanned for, and I left the company with a great deal of anger and uncertainty concerning my future financial situation.

I was referred to the DMA Career Transition Program run by Derek Mengel himself, which I initially attended with a great deal of scepticism. However, as Derek took me through the program, which was conducted on a one on one basis, I was able to move from denial and anger to an acceptance of my situation. After this Derek showed me how to begin searching for new employment opportunities both using the traditional routes and also by thinking "out of the box". A growing confidence within me as the Course progressed made me realise that perhaps this was indeed an opportunity for me rather than a total misfortune.

Due to my age, traditional employment opportunities did not seem to be open to me, and so Derek led me along the path of exploring the possibility of opening my own business, something I had not previously considered. After an assessment and identification of my interests and capabilities and looking into various possibilities, I found a business opportunity that not only greatly interested me but also had very good financial prospects in the longer term future. I have now been running my business for over 2 years now, and whilst a start-up is never easy, I believe that I made the right decision in terms of my interests and my future financial security.

I am convinced that if it were not for the Career Transition Course run by Derek, as well as his deep understanding of human nature, I would not be in the position that I am in today. I can thoroughly recommend both the course, and Derek as a person to anyone that finds him or herself in a situation similar to mine in May 2008." Dr P.T.

"In 2003, the company I was working for underwent significant restructure for operational reasons. This was an extremely traumatic time for me and my family.

The company concerned introduced me to Derek Mengel, and with Derek's help I participated in the Outplacement program offered by DMA.

Derek himself is one of the most professional and empathetic people I have ever had the pleasure and privilege to encounter.

The program enabled me to retain my confidence in myself, and assisted me to find employment in a position that was better than the one I had before.

I can without reservation recommend DMA to anyone in a similar situation to the one in which I found myself, and as a result of my previous company recommending DMA, I will be eternally grateful to both that company as well as Derek and DMA." W.R .