

NEXT STEPS IN YOUR

CAREER

JUNE 2021

OUTPLACEMENT
CONSULTANTS
LITERALLY
SAVE LIVES

The Unconventional
Way to Find Your
True Purpose

FROM WINE
TO SALES
Meet career
changer
Toby Good!

CAREER

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Development at Work Australia is an Australian based Human Resources and outplacement consulting service that has assisted hundreds of Australian job seekers to find work they want. Development at Work Australia's services and programs are informed by best practice in positive psychology and psychological wellbeing research. Development at Work Australia runs outplacement programs for retrenched workers of all ages and also runs the Next Steps Job Club - a positive psychology and NLP based program to help unemployed job seekers aged 50+ in Adelaide find work they want.

For all media and other enquiries please contact Bridget Hogg on 0403 941 222 or email bridget@developmentatwork.com.au

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WORD

Our Editor's Message

See your career as one of creating a joyful experience. Having work we want is key to living a life we love. Development at Work Australia is delighted to be sponsoring this issue of Next Steps in Your CAREER and giving this issue a focus on outplacement. We love to help people find their next happy workplace.

We are keen to help job seekers to thrive, we want to help you choose a career direction you are very happy with and we want to support you to pursue your career dreams. Our aim is to provide inspiration, personal development and a new perspective on finding work you want.

We are very pleased to share Issue 5 of the magazine with you. This is another short issue and focuses on:

- Outplacement - what it is and how it literally saves lives; and
- Following your passion - with an article by Marika about her work with the United Nations World Food Program and a feature on Toby Good, this issue's cover model, as he describes how he made a career change later in life by following his passion for campers.

If you would like to contribute an article for the next issue, or be our cover model, please do let us know.

If you know someone in a dream job that we should interview for a future Issue of Next Steps in Your CAREER please send their details to our editor via support@developmentatwork.com (you can also nominate dream jobs you'd like to hear about!).

We look forward to receiving your feedback about this magazine. We welcome suggestions and articles from contributors to support the magazine going forward, and your ideas about features you would love to see in future issues. We are also open to offers from a publishing house to turn this online magazine into a hardcopy glossy Careers magazine you can pop on your coffee table.

For all enquiries, including media enquiries, please contact Bridget Hogg, Editor, on support@developmentatwork.com or call 0403 941222.

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Editor - Next Steps in Your Career

WHAT IS OUTPLACEMENT?

A report "The Growth of Outplacement Services" in 2017 (by Verified Market Research), indicates that between 2018 and 2025, the outplacement services market is expected to expand by 6.2%.



What are Outplacement Services?

Outplacement services (also known as career transition services) are the support provided by an organisation to help individuals during the process of career change and career transition, typically after redundancy.

These services include:

- Support for the managers giving the news prior to redundancies occurring
- Career Coaching – to help increase individual's networking, interview and job-search skills
- Help to build a resume and to improve personal branding
- Good outplacement services also include:
- Psychological Support – especially for those directly affected by redundancies

Why are outplacement services needed?

In the business world, organisational changes are unavoidable, especially in this pandemic. Redundancies and downsizing can be the result.

Due to the increase in the redundancy rate worldwide, many organisations around the world are using outplacement services.

Without outplacement people can feel lost and betrayed.

An outplacement program is necessary for organisations to manage their brand and to support their employees and retrenched workers. Outplacement is especially important for the employees who are being transitioned out of the

Workplace – but is also useful to offer it to those who may wish to re-deploy into another role within the organisation and to those you suspect may wish to transition into retirement.

Employees whose job role has been made redundant are often in shock and they may go through the stages of grief - denial, anger, loss, and depression.

[see Elisabeth Kubler – Ross – Grief Cycle Model – 1969 (2021).]

Therefore, it is important to have someone who will listen to and guide them.

Outplacement can support managers giving the news as well as those whose role was directly impacted. A good outplacement service helps people through the emotional adjustment, career guidance and job search and helps those moving into retirement to plan.

What are the benefits of outplacement?

- Protects company's brand

A company who offers outplacement services demonstrates that they care about their employees. Outplacement helps maintain the employer brand. Reduces the risk of legal action

Outplacement may assist an organisation to take appropriate actions that are legal and equally beneficial to both parties. As employees feel supported they are more likely to discuss grievances and anxieties with the outplacement consultant who can reassure them that the correct procedures were followed – thus avoiding some legal actions

- Assists redundant employees to move into a new role more smoothly

Outplacement will help employees find a new job that suits them through individual job search coaching.

- Decreases the impact of the shock of unemployment

The support of an outplacement consultant will help employees who have been retrenched to emotionally adjust and decide on their next steps more quickly. The expert advice and guidance they receive in job search techniques will help them find their next steps much more quickly.

OUTPLACEMENT CONSULTANTS LITERALLY SAVE LIVES

WRITTEN BY BRIDGET HOGG

Outplacement Consultant and Director, Development at Work Australia Pty Ltd



Is a great outplacement consultant worth it? One hundred percent yes!

1) A great outplacement consultant may literally save lives

2) A great outplacement consultant provides expert guidance so job seekers get their approach from the get-go and find a job faster.

3) A great outplacement consultant may stop you from wasting time in court!

Next Steps in Your CAREER is aimed at people seeking their next role, whether that be a school leaver, a parent returning to work or a person whose previous role was retrenched.

In an ideal world everyone whose position was retrenched would be offered outplacement services. Really good outplacement services are offered by people who will support your psychological wellbeing as well as assist you to take the next steps in your career path.

HR Managers - do you ever wonder if it's worth paying for an outplacement consultant to support your people? Maybe you are considering having to make redundancies because your organisation is going through hard times or downsizing?

Many organisations pay for just one month of support for those most directly affected by outplacement. Some offer group workshops rather than individual programs. None of it's cheap – so what does a great outplacement consultant offer?

How much value does outplacement add?

As an outplacement consultant I have:

- helped support retrenched employees to overcome thoughts of suicide;
- lifted the spirits of dejected Executives;
- soothed the fears of a team who were transferred to another organisation – a team who might otherwise have considered suing;
- supported anxious managers giving the news the first time;
- supported the team left behind (so as to prevent voluntary resignations from those the organisation wants to stay);
- helped retrenched employees to feel supported through a myriad of rejection letters (and absence of replies to their applications);
- helped retrenched workers find new work they love, and had them tell me spontaneously “this was the best thing that could have happened for me”.

Great questions to ask outplacement consultants

1) How many people does one consultant manage at one time? A great outplacement consultant has time for your people. They're not overburdened with a lot of clients – ask the consultants you are considering hiring who will be helping your people and how many people they assist at one time.

2) Have the consultants experienced retrenchment themselves? Are they qualified to provide psychological and wellbeing support? Do the outplacement consultants really understand what it's like to experience redundancy? Do they really understand the feelings that can arise and the psychological support that's needed? Are they qualified and experienced to provide psychological support? If you've been through the bad times yourself, been retrenched, not had enough work and had the worry of “what next?” – and come through it – then you empathise with your client and you are SO valuable. If you are trained in career transition guidance as well - you can take people who are struggling to a higher level that they can even imagine right now.

Great outplacement consultants get their clients where they want to be faster. They show people the steps, guide them and empower them to find work they want.

I believe I integrate all of my skills, learnings, modalities and experiences and help people from my personal experience. I use my skills in career transition, NLP, psychology, careers guidance and coaching to give all the support a retrenched employee needs to get where they need to go.

At the end of the day, a great outplacement consultant helps clients to rise from the shock and sadness of redundancy. They are a catalyst for other people to overcome their blocks and mindset barriers to find their next step and maintain their optimism throughout.

And that is more valuable to the world than it yet realises.

So – is a great outplacement consultant worth it? One hundred percent yes!

Extra resources for HR Managers

See the Development at Work Australia career change, outplacement and redundancy webpage <http://developmentatwork.com.au/career-change-outplacement-redundancy/> for:

- information on what to consider before retrenching employees
- tools and resources to help you
- useful checklists about what to consider and prepare before deciding to make redundancies
- a link to the redundancy pay calculator

Contact Bridget Hogg on 8322 8455 / bridget@developmentatwork.com.au for a free no obligation meeting and quote – we would love to talk to you about how we can assist your people in times of change and redundancy.

Our complete solution options include:

- Psychological and emotional support
- Resume writing support
- Help in finding jobs online
- Assistance to find the hidden jobs
- Support to access free and low-cost services, training, concessions and local help
- Interview skills practice and feedback
- Portfolio careers coaching – exploring and attracting other income producing opportunities (side hustles, small business, entrepreneurship)
- Advice to build your brand as a job seeker
- Tools and techniques to build optimism, hope, and resilience
- Access to resources online (and group support sessions via zoom until mid July)



THE UNCONVENTIONAL WAY TO FIND YOUR TRUE PURPOSE

By Marika Guderian



Marika sent this article for us to include in Next Steps in Your CAREER. She says she has worked in the humanitarian sector since 2010 for various organisations, both in the field and in headquarters. She says she's worked since 2014 for the United Nations World Food Programme in South Sudan, Senegal, Italy, New York and Zimbabwe.

Millennials seek meaning and purpose in their jobs more than anything else. They want to work in companies who care about social issues and make an impact. A survey that the Case Foundation conducted states that millennials bring passion to work. While this sounds great, as those that are passionate at work are also known to be hardworking and high achievers, a study from the San Diego Chamber of Commerce found that 51.9% of Millennials want to leave their jobs in the next six months. This statistic stands in stark contrast to millennials dedicating their time to work in companies and for causes they are passionate for.

We imagine what our passion is rather than do a reality check

I thought that I would be working at a lab mixing chemicals during high school. It was my passion as I was really interested in chemistry. My parents even bought me a "lab in a box" where I could experiment at home. Luckily, my mother organised an internship in a real lab. It only took a week for me to realize that this job would never be my passion because it didn't fit my personality. I was an outdoor person and liked interacting with people. We may think we have found our passion, but it's often an image we have that doesn't match reality. We don't give ourselves time to explore what is important to us and experiment. Everyone tells us how important it is to think about our CV, when we really need to think about what life we want to build.



Marika speaking to woman in an IDP camp called in Bama, in northeast Nigeria. First visit ever by humanitarians after these women under Boko Haram control were put by the government in these IDP camps. We were on a mission to evaluate the situation and their needs (2016)

How to find your purpose

When I was 16, I spent my holidays in Jakarta, the capital of Indonesia. We stopped with our car at a red traffic light. A boy my age came towards us in his torn, dirty clothes, with no shoes on and was begging for money. I grew up in a small German town and never saw severe poverty until that day. That moment that only lasted split seconds would change my life forever. I decided to do something about his situation so that no child would ever have to go to bed hungry. 10 years later, I joined the humanitarian sector to fight poverty and hunger. But that decision didn't come over night. I started to volunteer, travel overseas, learn new languages, and studied abroad. I experimented to see if I like it, with all the challenges that come with it, such as living away from family and friends, navigating different cultures and difficult living conditions such as electricity blackouts or insecurity.

Mental Stamina

When Millennials quit and go from one job to the next, it's not that they don't know what they want, and we shouldn't see them as difficult. I believe Millennials are constantly questioning where they are going next and why. As they long to be part of something bigger than themselves, it is important to them that they have a sense of purpose in their employment. Employees who know where they want to work, and who work there, are more likely to stay - thus decreasing employee turnover. But there is something important to learn from taking time to experiment and practice with finding your purpose. I am currently working for the largest humanitarian organisation in the world, the United Nations World Food Programme who provided food assistance close to 100 million people in 88 countries in 2019. It was awarded for its work the Nobel Peace Prize in 2020. Every day, I get to contribute to lifting people out of hunger and poverty. But there are also challenges that make you want to quit, change, or do something completely different. This is normal, when we work long hours, are away from family and friend, stressed and impatient to see our impact. But when you experiment and practice to find out what you love, your purpose, and you understand the pros and cons, you develop mental stamina. What do I mean by that? You experienced the challenges that come with your job and you decided to go for it anyways because you are ready to overcome them. Your purpose is more important because you built a life around your purpose and not a CV. You can only achieve this when you take out time to experiment and pay attention to what feels important to you. It's never too late.

Millennials can start by volunteering in their free time, join a new community or take some online courses to acquire a new set of skills. There is no age limit to finding your purpose.

Marika Guderian | marika_guderian@yahoo.de



Children in an IDP camp in northeast Nigeria curious about Marika's picture (2016).



2020 School visit around Lake Kariba in northern Zimbabwe. Children often cannot go to school because their parents cannot afford the school fees. This how a classroom in a rural area looks like. Children have to often walk hours to reach their school.

INTRODUCING OUR COVER MODEL TOBY GOOD

AN INTERVIEW BY BRIDGET HOGG

Toby, what were you doing before you joined Next Steps?

I'd been working in vineyards – working my way up from vineyard hand and cellar hand to Manager of the cellar door but then, due to Covid, I was on Daddy day care for 7 months. I knew that redundancy was coming and that was a second chance for me - it gave me time to consider a career change and choose a new career where I wouldn't feel burnt out.

When I started Next Steps, I felt an overwhelming sense of positivity – it gave me something to focus on.

What did you learn from Next Steps?

I learnt skills to approach things differently. I was reminded about keeping on top of my resume – that's a big one! I also learnt about transferable skills. I loved the website and the resources – job outlook was one of the great ones, my 15 year old son has even used that now.

Toby, I know you decided to move into a new industry that you were passionate about – and you took some initiative to attract that job offer. What did you do to ensure job offers came in?

I remained super positive. I sent little video clips of myself to employers – you've got to be remembered!



I started to pick up more four wheel drive and camper magazines in my spare time, rather than wine magazines, and I realised “you know what? - this is what I have to do and this is where I'll go - so I'm getting involved in another passion and I enjoy my job.” I only got one job offer – I arranged to go down to the 4 wheel drive and adventure show – a coach put the seed in my head about impressing upon people that they needed me, so that's what I did.

Toby, why do you think employers want you to work for them?

Okay, so I'm straight up, I'm honest. I always try and go into an interview or speak to someone positively. You've got to remain always positive and optimistic, bright and bubbly. Look I'm happy to check in and do anything. I've cleaned up chalk. It's that “can do” attitude - and not being fazed by anything. I don't play politics either, which kind of works for me at least.

What work did you secure?

I'm doing the other thing that I love and that's selling campers - I'm talking about off road camping all the time. I'm working for The Dirt Off Road Campers, their business is in Light Crescent, Mount Barker. They have a range of premium Australian made campers. It's awesome. I love it. I build relationships I develop leads. I am learning lots. I get out on the tools in the service line as well, from time to time. It's just so much fun.

What advice would you give other job seekers about working in sales?

My best advice for other people in sales seeking their next role is - just



Toby Good

get into selling something you've got a passion for. That's the bottom line. I think just find an area that you love. And then work doesn't become work anymore.



Other than that, all I've got to say is that I'm incredibly grateful for the Next Steps Program. If you are a job seeker and you don't follow traditional media - let your friends and family know that you're job seeking because it was my dear old mum that saw a Next Steps article in, I think, one of the papers. She cut it out for me, like she does with so many other news pieces. God bless her and she handed it to me and I that was when I rang up and got onto this. So yeah, let everyone know that you're in the market and update your LinkedIn. Next Steps was just brilliant. I'm very, very grateful for all the good help that was put together for the recipients.

Moving Forward > From Redundancy

Are you a HR Manager, GM or CEO considering redundancies?

Do you want to provide appropriate support for the people directly impacted?

Development at Work Australia is a multi award winning local business that can provide the help and support you need.

We can help you with:

- Individual outplacement programs to help people find work they want
- Group outplacement workshops
- Support for your leaders giving the news
- Change management support to help leaders manage the people aspects of change

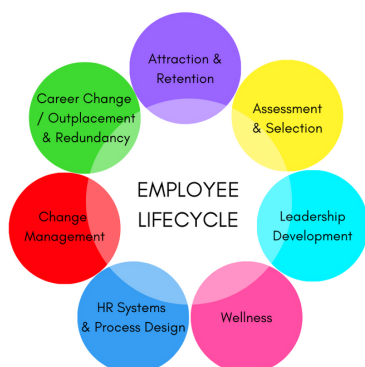
How are we different?

- **Excellence** - we are recognised for excellence in career development services by the Career Development Association of Australia (Winner SA Excellence Award 2020)
- **Psychological Support** - we offer psychological wellbeing support underpinned by our degrees and training in psychology, resilience and NLP
- **Convenient** - we meet your people where it suits them, from Elizabeth to Aldinga
- **Flexible** - we help your people take their Next Steps in the direction they want to go, so we offer support for career changers, transition to retirement support, and portfolio career development for those seeking entrepreneurship

Need help with the human resources or legal part of the redundancy decision and paperwork? We can also help you find experienced consultants to assist you with the legalities of redundancy decisions.

Contact Bridget on 0477 016966 or bridget@developmentatwork.com.au for information and a quote.

www.developmentatwork.com.au



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