

NAVIGATOR

If you are an employer or senior manager facing the tough prospect of instigating a redundancy process, you wouldn't be human if you weren't feeling concerned about the prospects for valued colleagues in these challenging times.

Job losses are going to be unavoidable in certain business sectors but that's little consolation to good managers who've always cared for the welfare of their staff. But, as we at Denholm found in the 2008 recession when we provided outplacement to clients such as the BBC, the right level of personal, empathetic, practical, and affordable support can make a real difference to helping an employee transition to their next successful career step. And crucially ensure your employer brand is not adversely affected, with communications handled sensitively so that the morale of remaining employees is not damaged.

So, we created NAVIGATOR, our career transitioning service, designed to give you the peace of mind to get on with the many business challenges ahead, knowing you are doing the best you can for the employees affected.

NAVIGATOR

Navigator offers the key touchpoints for individuals looking for both immediate advice and ongoing support in navigating the employment market at this difficult time.

But mostly, they will need a critical friend that understands the whole range of factors in a successful job search, whether it's the process of networking, an objective and constructive review of their CV, or having the respect and experience to advise on how they come across as a potential candidate in what might be their first experience of job hunting in many years.

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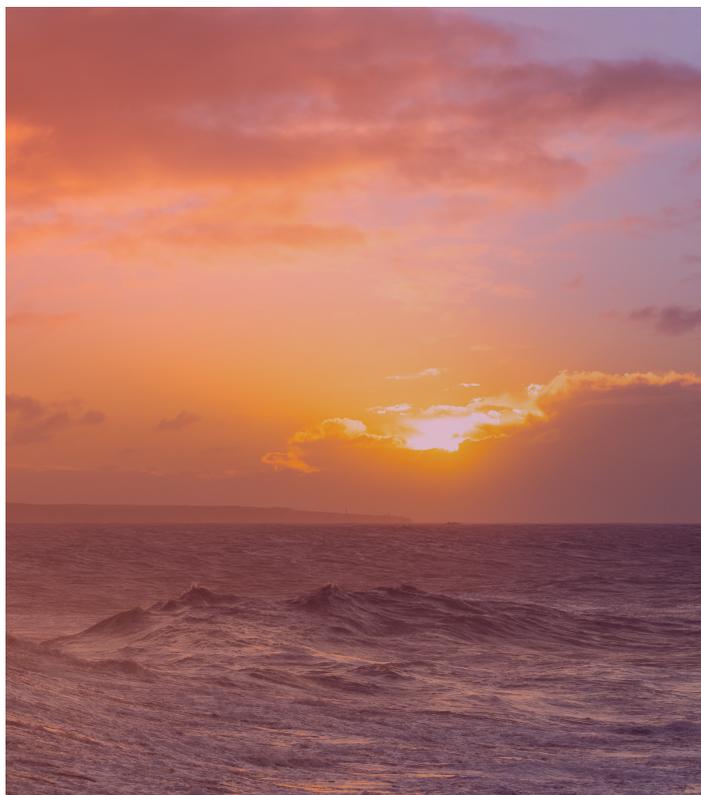
Too many in the exec world know that the library of advice given by the traditional outplacement industry is ticking a box, but not truly providing actionable value to staff we are letting go.

Global Insurer COO, June 2020

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Denholm are experts at lending an intelligent and sensitive ear to executives facing a career transition, but crucially have strong established networks forged over 20 years in Scotland which provide practical pathways back into satisfying careers.

Former Head of News & Affairs,
BBC Scotland



TAKE CONTROL OF YOUR CAREER

NAVIGATOR

How does Navigator work?

We provide a tailored service to suit you and your employees, giving them the skills they need to navigate the employment market.

Each will be partnered with one of our senior team who bring over 20 years' experience of advice, coaching and mentoring and all aspects of career development.

Our support packages include 1-2-1 personalised coaching to suit both executive and mid-management levels. In addition, free access is provided to our Career Support online community.



Nicki Denholm
CEO



Douglas Cross
Director



Jackie Anderson
Head of Agency

OUR CAREER SUPPORT OPTIONS

THE GOLD PACKAGE

A tailored 1-2-1 service taking an in-depth, personal approach. We allow your employees to set the agenda and help them on the journey armed with the skills and support to navigate this new employment market successfully.

- A fully confidential service that will encompass five one hour sessions over the first month
- Additional two hours per month support over the following five months as an ongoing resource and sounding board for all the challenges they may face
- Dedicated time through online meetings or when possible, face to face, to ensure there is a real focus on their unique situation and requirements
- Access to our wider business network for options to present, negotiate offers and discuss growth or employment opportunities
- Access to the Navigator online community that delivers content, webinars, and online Q&A's with both the Denholm team and relevant external experts

THE SILVER PACKAGE

This takes some of the key elements of the The Gold Package and can be applied cost effectively over multiple employees. Fully confidential sessions in the first 30 days include:

- An initial detailed review of their circumstances and the shaping of a job search plan
- Follow up feedback session to ensure that by the end of the month they are fully armed with the right practical tools (including CV, LinkedIn and other social media advice, plus interview skills training), to help them transition to their next role

In the following 60 days, they will receive one hour of ongoing career support each month. This can be in the form of phone calls, emails or online meetings to keep people on the right track, both in terms of self-confidence and building practical connections back into the jobs market.

Both of the above service levels include free access to Navigator Career Community.

OUR CAREER COMMUNITY

Free access is provided to our Navigator community where they can access shared content from people facing similar challenges in how to navigate the job market.

- They can post content, or read what the community shares around personal experiences, sense checking what they are hearing against others in the market, and ultimately the chance to be part of a wider community of people who may be experiencing the very same struggles
- Opportunity to purchase additional access to key online webinars and videos

INTERESTED?

If you are an organisation looking to enquire about the support we can give your staff affected by changes in your business, our flexible approach has a solution to fit your needs and budget.

BENEFITS

Treating employees well is obviously a good thing, but altruism is not the only factor. There are measurable financial returns from sensitive transitional support, which include.

- Keeping up existing employee morale to maximise subsequent productivity and minimise future loss of talent
- Protecting your Employer Brand image across many financially important stakeholders
- Potential reduction in direct redundancy costs, including increasing voluntary vs compulsory redundancy ratios

GET IN TOUCH

To hear more about the tangible benefits of Navigator please contact:

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FEEDBACK

"When BBC Scotland implemented a redundancy programme in the previous downturn we appointed Denholm to handle our outplacement support.

They are experts at lending an intelligent and sensitive ear to executives facing a career transition, but crucially have strong established networks forged over 20 years in Scotland which provide practical pathways back into satisfying careers.

We found their support invaluable both for the individuals directly involved, and generally to underline the BBC's reputation as a caring and responsible employer.

With tough times returning I'd definitely recommend Denholm to employers eager to give vital support to staff facing career uncertainty."

Atholl Duncan, Former Head of News and Current Affairs, BBC Scotland

"I have worked with the team at Denholm Associates for a number of months and have experienced a very refreshing distinction in how they approach both recruitment and outplacement services. The imperative from the outset has been to get to know me and what lies behind the professional and often bland CVs and references.

Their consultative approach and 'high-touch' communications provide confidence and reassurance, Denholm has clearly sought and embraced talent who see greater value in investing in their Clients whilst also developing long- term sustainable relationships.

An element I found particularly impressive was their ability to build confidence in me, and then gradually challenge me to peel back my true ambitions as well as contacts and networks. This skillful technique prompted more valuable discussion where the Denholm team could then call upon their own networking and consultative skills to deliver results. This is where a true partnership with such a trusted partner as Denholm can pay dividends in facilitating different techniques and mechanisms to subconsciously bring these opportunities to fruition."

Chief Operating Officer, Global Financial Services Business

FEEDBACK

"I've known Denholm Associates as a business for several years and I know them as a strong brand. When I left a leading energy company and took a career break for 18 months, I signed up to Denholm's Navigator programme when I was ready to return to work to profit from their knowledge of the market.

Meeting the team at Denholm was exactly what I needed. I had worked with an 'outplacement' agency, including an excellent coach, following my exit from my previous role but what I needed was different. I needed to know my net worth, my salary parameters to negotiate within, what the market will bear, and what my experience commanded compared to my peer group.

Denholm's market knowledge was vital at this stage of my career to ensure I continued to grow. I used Denholm as my critical friend to land a 25% increase in my new c-suite role. This wasn't about Denholm finding me a job, this was about providing me with the tools to ensure I was clear on my value to a business and was able to negotiate with confidence. Throughout the negotiation, I had access to Dougie and Nicki, which included critiquing my contract and debating the finer details that I couldn't easily share with anyone else. This level of service is not provided by Outplacement or Executive coaching relationship, this is a recruiter who was teaching me their mastery in order for me to get the best result. As part of Denholm's offering, I sharpened my negotiation skills through live pitching practice; identified my focus, challenged myself on answering difficult questions, all prepared by Denholm from their experience of preparing candidates. They have pushed me out of my comfort zone in order to help me find the role that I was ready for.

I have recommended Denholm to others in my network seeking a better way to weather a career change or recover from redundancy and would encourage anyone looking to alleviate a long process of self-development or emotional healing to sign up to Denholm's service. The cost is negligible when set against the results and the value of partnering with Denholm's senior leadership team is evidenced from the progress I have made in my career despite a career break."

Louise Barnes, Chief Operating Officer

FEEDBACK

"The last few months may have left you feeling confused about what your next career step is, maybe you don't have a job to go back to or you've realised you need a change. But who do you turn to and what do you actually need to help you navigate through the messy world of recruitment, roles, profiles and importantly focusing on your future.

Denholm has a new offering that encompasses it all. Offering work-related insight based on years of delivery and experience in the employment sector they have developed Navigator. Coaching you to increase your confidence to work out exactly what you want from a role and how to ask for it, all done in a very genuine and real, open, and engaging manner. As someone who has seen businesses spark and grow from the seed to multi million pound purpose driven household names I know that the approach, knowledge and support Denholm is giving is flexing and evolving the way it should. Therefore making it fit for purpose as the world manages its way through and out the other side of Covid-19."

Lucy-Rose Walker, Founder & Chairman of Entrepreneurial Spark and Owner / Coach at Misadventures in Entrepreneurship

For further information on which solution works for you and to discuss budget options please get in touch with our team on 03303 359 818.