

## Outplacement Case Studies

**Industry:** Financial Services  
**Position:** Financial Advisor

### Story

The individual had a successful financial career with over 17 years with the same financial organization. Over a period of years the individual found that the goals of the organization were no longer a fit with their own. With another 15 years of work life ahead, the individual approached the in-house HR specialist about the possibility of a severance package to allow them to move on. The organization agreed and presented the individual with an attractive offer.

### Result

As the individual was very unclear of what type of work they wanted to pursue, a FutureWorks outplacement consultant provided the individual with a framework for career exploration using a number of assessments to ascertain skills, interests, values, and personality type. With some trepidation, the client started the process of career exploration. After exploring a variety of careers, the individual determined what it was they had wanted, as well having identified the “non-negotiable terms” of a position: these included: little customer contact, no sales, an easy commute on the bus route, close to home and a good salary package.

The FutureWorks outplacement consultant assisted the client to prepare a targeted résumé and cover letter, still providing ongoing coaching through the job search. Within eight weeks of making the career decision, the individual was hired into a position which was an exact match.

### Client Feedback

*“Leaving my job of 17 years was not only a huge decision but very scary. My employer at the time recommended FutureWorks and Laurie Williams, who became my new life guide.*

*From the initial interview, through the weekly check-ins, panic calls, doubts and right to the final e-mail, Laurie made the process easy and comfortable. Laurie’s ability to ask the right questions not only helped me to decide what directions to take but what was important to me when looking for a new position and employer.*

*Our weekly phone calls kept me on track and she always had suggestions for job searches and lists of jobs she had looked at herself that she thought would be suitable.*

*Her insight into the interview process was invaluable in providing me with confidence at each stage and I believe instrumental in winning me the job I wanted.”*