



OUTPLACEMENT, NEW PLACEMENT

# REORIENTATION REPOSITIONING

Discovering new perspectives  
and your personal potential

Especially in transition situations and when reorienting oneself professionally, it is important not to lose sight of existing potential, to strengthen strengths, to provide support and thus to open up new opportunities.

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## Goals and benefits:

- Analysis of the current situation and individual competence assessment.
- Review and status quo-analysis: indicating personal potentials & development opportunities.
- Preparing for the next professional step.
- Pointing out the strengths of the candidates.
- Building up these potentials: support and development programmes (goal: successful transfer / successful placement in new position).
- Application:
  - For individuals; for managers: As part of outplacement counselling services.
  - For larger groups: For transfer companies.

## Method:

- Online-survey: Assessment of the current level of the basic success factors in the job in the areas of social competence. If relevant, also analysis of success factors in the areas of management and leadership, customer service and sales.
- Benchmarking against the requirements of different target positions and job profiles possible.
- Individual support- and development-plans.
- Integration of the DNLA-program into corresponding counselling and transfer processes.
- Participant evaluation, certificate of strengths.
- On request: Renewed measurement of potential during the probationary period / induction phase.

## Clients and sample projects:

- DNLA is used to facilitate transfer processes, as part of “participating companies“ and as part of individual outplacement counselling for managers and employees in a wide range of sectors and companies. (\*We will be happy to provide you with details on request).
- ...as well as for the support and qualification of the long-term unemployed and other groups with increased need for support.

