



**development
partnership**

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Career Transitions

Now is the time to engage staff in a new vision for the future and reassure them that there are real opportunities. Managers' leadership skills will be tested to the full – as jobs are restructured and staff redeployed or outplaced.

We can help your managers and other staff through transition so that the organisation:

- Provides support for staff whose jobs are affected by restructuring or redundancy
- Retains productivity levels when roles are being restructured and resources redeployed
- Develops its talent and focuses on the future
- Continues to engage people who face uncertainty

Development Partnership support to organisations in transition includes:

ReGenerate Programme

A programme to generate and sustain employee engagement. It supports leaders and managers who want to have career conversations with their staff, as well as those wanting tools and techniques to keep their teams motivated and productive during periods of uncertainty.

Talentpool Programme

A series of career management workshops delivered either by internal redeployment advisers or by external specialists. The programme supports staff in making choices about their future and helps them with re-deployment options.

5-Step Transitions Programme

A career coaching programme for senior executives delivered either by external or internal facilitators.

With teams being asked to achieve more with limited resources – our purpose is to build and reinforce your internal capacity to manage transitions. In all cases we can train your staff in the techniques needed to deliver the programmes internally. Should your internal resources be overstretched, we can provide the full range of outplacement support services at minimal cost.

