

# Garuda Outplacement Support

These days all organizations are subjected to tight financial control and are expected to optimize all their resources. It is then even more important than before to have the right people on board; doing the right things with the right focus and by the right strategy.

When staff downsizing is required, it is certainly important to give those redundant a fair chance. Knowing one's strong sides and valuable capabilities is not only supporting self confidence, but increases the overall probability to find the right direction for a new career.

A deep analysis with the Garuda profile or a quicker personality type indication with the Focus profile combined with professional counseling and coaching, is the least that the leaving staff deserve. To part with an employee in a respectful and caring way is just as important as the attitude when bringing a new person on board.

Garuda Japan, in cooperation with multilingual professional coaches, can offer three different outplacement support packages with increasing content and value.

- **Support package 1:** Using our type indicator tool, the Focus profile, we describe the person's work focus and task priorities both graphically and in plain text. It then works as a clear and easily understood basis for talks about development direction and alternative career choices. Two hours of individual counseling thus creates a practical and directly usable starting point for the next professional step. Included in all packages is also the creation of an individual "Focus Dream Profile", where the person's real ambitions and job objectives are mapped out and compared with the personal profile.

**Package 1 Price: 60 000 ¥**

- **Support package 2:** A deeper personality analysis using our psychometric tool, The Garuda Profile, in combination with the Focus profile. This analysis gives a full and detailed image of the person's basic personality as well as work focus and task priorities. Besides creating a "Focus Dream Profile", we also compare the person's Garuda profile with relevant benchmark profiles; giving clear indications for career choices and specific potential for professional success in sales, management etc. An individual profile feedback session and two times two hours of counseling is also included.

**Package 2 Price: 100 000 ¥**

- **Support package 3:** To even more actively support the transition to another job, coaching over a longer time-span, based on both personality and competence is usually an even safer road to outplacement success. All components in the package 2 above are included, but now with two hours of counseling and coaching at six instances over a four month period. A full package with great content, offering good chances for a successful job transition.

**Package 3 Price: 180 000 ¥**

Please contact Mats Bruzaeus at Garuda Japan or Thomas Moore at MooreCoach for further information and to initiate your choice of outplacement project.

Best regards

Mats Bruzaeus  
mbz@GarudaJapan.com  
www.GarudaJapan.com

Thomas Moore  
Thomas@MooreCoach.com  
www.MooreCoach.com



## Garuda

Garuda Japan K.K.  
Primeria Dogenzaka 819  
1-15-3 Dogenzaka  
Shibuya-ku  
Tokyo 150-0043

ガルダジャパン株式会社  
東京都渋谷区  
プリメラ道玄坂 819  
道玄坂 1-15-3  
〒150-0043

Phone: 03-3461-3052  
Fax: 03-3461-3052  
www.garudajapan.com  
info@garudajapan.com