

Don't just see potential –
see it realised



OUTPLACEMENT SERVICES



Avoid legal problems
Maintain a positive public image
Improve employee morale
Maintain positive relationships

DOWNSIZING OF EMPLOYEES CAN OFTEN BE HARMFUL AND COSTLY TO BOTH THE EMPLOYEE AND THE EMPLOYER

DOWNSIZING

From the employee's point of view, losing one's job is ranked third amongst life's most stressful situations and whilst redundancy money (severance) can assist the ex-employee during their search for a new role, a well designed and implemented Outplacement program can make the transition to a new job both more acceptable, successful and very often more rapid.

RSM Thailand's Outplacement program adopts some of the key elements of a standard career transition product, but is more focused on the ultimate goal of finding new jobs for recently laid off employees.

Utilizing the core strengths of RSM Thailand's current services, namely its market leading recruitment company RSM Recruitment (Thailand) Limited and its Corporate Legal Division, RSM Thailand is uniquely placed to both advise ex-employees on available positions in the market and employers on the legal requirements associated with downsizing their staff levels.

RSM's Outplacement services can help a company:

AVOID LEGAL PROBLEMS

Employees are far less likely to sue for unfair dismissal if they are provided with a quality career transition program.

MAINTAIN A POSITIVE PUBLIC IMAGE

Providing outplacement services to terminated employees reduces the likelihood of negative feedback to the media or amongst their circle of friends and colleagues.

MAINTAIN GOOD RELATIONS WITH TERMINATED EMPLOYEES

Since ex-employees very often remain in the same industry, keeping on good terms with them for future business dealings can prove invaluable.

IMPROVED EMPLOYEE MORALE AND PRODUCTIVITY

A company that demonstrates that it cares about its past employees will always be perceived well by the surviving employees who continue to work with the company.

Public image
reale
tions



SERVICES

RSM's Outplacement services focus on four key stages in a terminated employee's transition to a new job

ACCEPTANCE

Coming to terms with being out of work. Every year thousands of people are made redundant but most go on to find more challenging, rewarding and better paid jobs. The key to this phase of the program is reinforcing to the individual that it is his / her job that has become redundant, not them personally.

COUNSELLING

Assisting the employee in understanding / confirming their key strengths and specific talents in relation to their chosen career. A number of assessment tools are employed at this stage to help an individual identify what roles best match their personality and strengths. Our goal is to help the individual identify his/her core skills so that they can better focus their job search efforts.

PREPARATION

Developing a quality resume, cover letter and advising on self presentation skills are key to this stage of the program. Individuals are advised how to best present themselves 'on paper' so as to maximize their chances of securing a job interview and are then advised as to how to make the best impression once in front of a prospective employer.

JOB SEARCH

As one of the leading recruitment firms in Thailand, RSM Recruitment Thailand is well placed to advise on the available vacancies in the market. RSM will in many cases be able to refer candidates to companies before a vacancy is announced. For the duration of the program candidates are assigned a professional recruitment consultant to provide advice and manage the job search.

ABOUT RSM THAILAND

RSM Thailand is a member firm of RSM International, one of the largest worldwide organizations of independent accounting and consulting firms represented around the world with more than 40,000 staff in 800 offices in over 120 countries, driven by the common vision of providing high quality professional services in their domestic markets and in serving the international needs of their client base.

RSM THAILAND

Accounting
Business Advisory and Legal
Corporate Advisory
Executive Recruitment and Outplacement
IFRS Services
Payroll and Human Resources
Tax Consulting

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