

Grass Outplacement Programs – An Overview

3-Month «Impuls» Program®

- ▲ Status analysis
- ▲ Vision & goals
- ▲ Planning of marketing approach
- ▲ Preparation and execution of job search
- ▲ 2 workshops

6-Month «Move» Program®

- ▲ Same content as 3-month program
- ▲ Extended coaching period
- ▲ Negotiation techniques
- ▲ Extensive interview training
- ▲ Job evaluations
- ▲ 5 workshops

Unlimited «Full» Program

- ▲ Same content as 6-month program
- ▲ Openended coaching period
- ▲ Guaranteed solution
- ▲ Mentoring during on-boarding
- ▲ 7 workshops

«Executive»-Program

- ▲ Same content as unlimited «Full» program
- ▲ Personal office and secretarial services
- ▲ Participation in Executive Forum: exchange of ideas and experiences for top executives
- ▲ Individual support in terms of pension funds, finances and taxes
- ▲ Infrastructure available in all GRASS offices in Zurich, Basel, Bern, Zug, Lucerne and St. Gallen
- ▲ 9 workshops

(Early) Retirement

- ▲ Preparation for the third phase of life



Grass Outplacement – An Outstanding Approach

- ▲ Grass & Partner AG is a Swiss company founded in 1997 and specialized in outplacement and professional support for the reorientation and career changes of individuals.
- ▲ Outplacement provides assistance with self-help, improves self-competence and increases proactive responsibility for personal development and career management.
- ▲ Programs are based on individual needs and the demands of impacted individuals and client companies.
- ▲ The basis for successful reorientation is trust, cooperation and partnership between impacted individuals, client companies and GRASS consultants.
- ▲ All GRASS consultants bring several years of demonstrated experience in executive and leadership positions in industry, commerce, finance as well as administration and self-employment. Their approach follows a humane, binding as well as solution-oriented coaching style.

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GRASS Outplacement Fit for the Market

Professional Support for Reorientation and Career Changes



ANALYZE

1 Status Analysis

2 Vision & Goals

Who am I? What are my skills and abilities?

- ▲ (Self) assessment of both professional and personal skills
- ▲ Self-reflection on strengths and personal limitations based on success stories & failures
- ▲ Evaluation of beliefs & values, motivators and stumbling blocks
- ▲ Self perception and perception of others

Result

- ▲ Skills inventory and competency profile
- ▲ A genuine brand
- ▲ Personality profile
- ▲ Awareness of potential

What are my goals and ambitions?

- ▲ Creative elaboration of possible approaches to the job market
- ▲ Identification of personal ambitions and needs & development of a vision
- ▲ Definition of practical, balanced long-term and short-term goals including alternatives

Result

- ▲ Written target job profile including alternatives
- ▲ Evaluation of feasible options and key success factors

FOCUS

3 Preparation of Job Search

4 Marketing Strategy

How do I present myself to the market?

- ▲ Compilation of a professional resume & motivation letter
- ▲ Qualification & performance profile
- ▲ Interview training & video analysis
- ▲ Design of a professional brochure for self-employment

Result

- ▲ Professional resume
- ▲ Professional brochure for self-employment

How do I proceed? Who is interested in my profile?

- ▲ Definition of target industries and target companies
- ▲ Definition of search strategy and marketing approach
- ▲ Strategy to broaden professional network
- ▲ Business plan (self-employment)

Result

- ▲ Marketing plan and search strategy
- ▲ Business plan for self-employment

REALIZE

5 Execution of Job Search

6 Completion & Restart

How do I achieve my goals?

- ▲ Implementation of marketing plan and positioning according to search strategy
- ▲ Professional networking with potential employers, clients, business partners and executive search companies
- ▲ Evaluation of options, open positions and applications
- ▲ Interview preparation

Result

- ▲ Professional self-presentation during job interviews
- ▲ Identification of job options

On which basis do I decide? What do I decide?

- ▲ Definition of decision making criteria
- ▲ Contract negotiations
- ▲ Planning of first 3 months (100 days)
- ▲ Coaching during on-boarding
- ▲ Coaching during the start of self-employment

Result

- ▲ New position or self-employment
- ▲ Successful start in new position/self-employment

Supplementary Workshops

- ▲ Interview Training
- ▲ Networking
- ▲ Resilience

- ▲ Mental Training
- ▲ Self Marketing/Selling Strategies
- ▲ Social Media

- ▲ Self Employment
- ▲ Personal Image
- ▲ Health