

External Placement Get fit for the market

Outplacement | Newplacement |
Career Transition



External placement with Grass: This is how you benefit from our expertise and experience

- As a specialist in professional changes, we have successfully supported hundreds of companies and individual clients in their professional reorientation, career planning and leadership development since we were founded in 1997 - with a success rate of 97%.
- Our programmes* for a successful placement or career reorientation are intended to help people to help themselves. Through a clear self-image, our clients are able to achieve their vision for the future and acquire the necessary level of competence to achieve the professional career goals they have defined.
- We see our advisory role as a responsibility: empathy, experience and tangible commitment to your interests form the basis for an effective collaborative partnership in the service of your future - because this is the only way to create the necessary foundation of trust.
- Although our programmes have a defined scope of services, they are always tailored to the individual needs of the clients.
- Our permanent team of experts brings to the table many years of field experience gained in management and line positions in industry, commerce, finance and administration. Our advisors and coaches also have a large network that you can use to find a job.

grassgroup.ch

* Individual and tailored to your specific situation and objectives

Our various programmes

People bring with them individual experiences, skills and goals. For this reason, we have developed tailor-made programmes based on our **Grass Model**® that meet the various objectives and intensity requirements of our clients with different focus areas in terms of content and duration.

Objective

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Target group and intensity of support

Executive: BoD, C-level, senior management, top management

Professional: lower to middle management and managers, professionals and specialists

Essential: clerical staff, professionals, production employees

Duration

Impulse: 3 months

Move: 6 months

Engage: 9 months

Full: 12 months

Unlimited: unlimited

Focus areas and services depending on the programme

- Assessment of the current situation and vision
- Preparation for the labour market/workshops
- Positioning and job search
- Interviews and negotiation strategies
- Network and access to hidden job market
- Professional re-entry, mid-/late careers 50+
- Portfolio work, interim/BoD mandates, self-employment
- Personalised advice, financial freedom, onboarding

The goal is the journey - towards a new and fulfilling role

Our proprietary **Grass Model**[®] is designed to work with you to assess your current situation and define realistic career goals. Through a structured process, we support you in your reorientation and help you find a new job that matches your personality as well as your skills and strengths. To this end, we work with you in three phases and six steps that enable a holistic change process to develop the foundations for a clear goal: a new and successful professional future:

Analyse

1. Status analysis

2. Goals and visions

What are my skills? Who am I?

Intensive examination of your own competencies, strengths and talents as well as weaknesses

What do I want?

Creative development of potential directions in the labour market

Result

- Personal value assessment
- Professional profile
- Personality profile
- Assessment of potential

Result

- Written target profile with alternatives
- Assessment of opportunities

Level up! Career workshops by Grass

Mastering your application

- Application training
- Interviews and salary negotiations
- Networking and personal branding

Focus

3. Preparation

4. Strategy

How do I present myself?

Creation of a market-oriented, demand-driven concept for entering the labour market

Result

- Professional personnel file or business idea for self-employment

How do I proceed? Who's looking for me?

Identification of suitable channels into the labour market

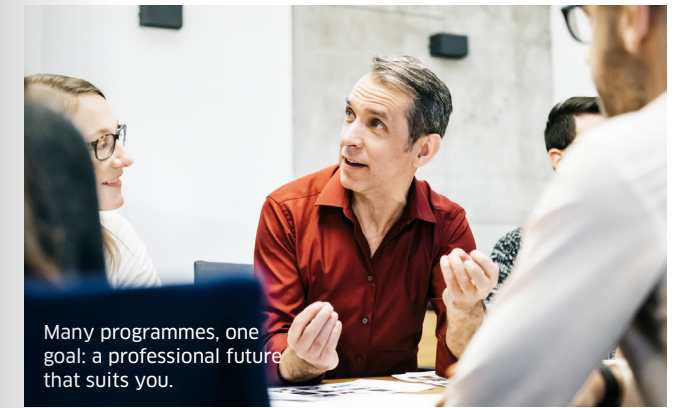
Result

- Search strategy
- Action plan
- Business plan for self-employment

Deepening your career

- Professional use of social media
- Understanding AI: recruitment opportunities and tools
- 50+: positioning in the later stages of one's career

Outplacement: We will make you fit for a new job within an analogous work context and field of activity.
Newplacement: We open the way for you to a new field of activity or line of work.
Career transition: We work with you to plan a career change or a realignment of your career.



Many programmes, one goal: a professional future that suits you.

Realise

5. Implementation

6. Anchoring

Which paths lead to the goal?

Making a strong impression on your journey to your new role

Result

- Confidence in the interview
- Finding the right roles

How do I decide? What do I choose?

Targeted contract negotiations, preparation for the new start and support in the new position

Result

- Successful start: new position or self-employment
- Clear profile for sustainable reorientation

Staying strong

- Resilience
- Mental training

Executive focus

- Executive workshop

New Strength. New Direction.