



Why Career Transition from CMI may be the most important separation benefit you provide in this “down market.”

The current economic crisis is indiscriminately impacting organizations of all sizes and industries. Announcements of reductions-in-workforce appear daily. And today's executives are facing extraordinarily tough decisions in the design of severance packages supporting separating employees.

For Separated Employees, what's the value of Career Transition in a Down Market?

Being laid off is a traumatic event in the life of the employee and his or her family. The best transition programs are designed to help affected employees overcome trauma while also providing the tailored support they'll need, including comprehensive tools and resources. CMI's approach to career transition is distinctive, offering advantages not typically found elsewhere.

Helping overcome grief, anxiety, anger, and fear is the first step in preparing the individual to re-enter the workforce in the shortest timeframe possible. Although damage to ego and self-confidence comes with any lay-off, the resulting fear and anxiety may have the most significant impact on one's success or failure when seeking reemployment. Transition programs delivered through one-on-one, personalized coaching relationships, by nature, provide a more supportive and productive environment compared to those which group employees into a series of classroom lectures.

Equipping your employees with critical tools and know-how accelerates their career success. In a tight job market, transitioning candidates need to prepare for intense competition - with potentially hundreds of people applying for most published positions. Some may need to prepare for non-traditional employment, exploring other career options. The most effective programs provide hands-on direction and assistance:

- Creating a results-oriented resume in shortest timeline possible - within 7 days or less. CMI shares responsibility for getting the resume completed and the candidate market-ready!
- Proactively marketing to prospective companies rather than passively making resumes available on a public database. CMI offers guidance and support in creating a customized marketing campaign that targets specific and relevant opportunities.
- Rigorously preparing candidates for the interview process through mock interviews and face-to-face professional feedback.
- Picking the candidates back up after rejection, dusting them off and coaching them through lessons learned to become more effective and successful, with confidence and stamina.

For the Employer, the value of Career Transition is cost savings and risk reduction.

Employees given the benefit of a solid Career Transition program have an enhanced chance to re-employ faster than those who don't. As a result, the employer can save in many ways not always considered:

- Fewer unemployment claims reduces the employers UE contribution rate.
- Employees are less likely to linger on your health plans via COBRA reducing your claims exposure.
- Former employees, treated well throughout separation and transition, are less likely to file post employment claims for unlawful harassment, discrimination or other disparate treatment types of claims.
- Employees who remain, not part of the RIF, closely watch how separated employees are treated. If there is any history or symptoms of union campaign activities or risk - channeling separating employees into a solid Career Transition Program can play a heightened importance and mitigate risk during downsizing with impact on the entire employee population before and after the event.

Your REPUTATION is golden. So who else will know how you treat your separating employees?

How you treat employees, part of your organization's brand, is seen and felt by others who might consider joining your team in the future as well as your present and future customers. Firms will be remembered months and even years down the road when the market is back on track and they are again on the hunt to attract top talent. People will recall the character of the firm and how it handled their "people" in tough times...and they'll share that story many times over with family and friends.

Why select CMI International, Inc. as your Career Transition partner?

CMI offers cost-effective services which out-deliver other providers on quality and results. If you have been working with another provider or are preparing for an RIF - please talk to us now. We want to help you understand all of your options.

Our one-on-one, personalized service delivery separates us from all the rest. The CMI Career Transition coach, assigned to your separated employee, is committed to getting that person re-directed and re-employed. Our team has held senior-level positions in industries that cover the spectrum. They bring an "Executive Coaching" flavor to the process and your employees benefit from their networks and experience.

We are the largest, privately held Career Transition firm in Georgia celebrating more than 15 years as a Career Transition industry leader. Plus we are positioned to support clients in over 300 locations worldwide, wherever you need us.

All of us at CMI would welcome the opportunity to partner with you in support of your transitioning employees - no one will work harder to get your former teammates focused and back to work!