



Driving Successful Transitions While Maintaining Dignity and Respect

Outplacement/Employee Engagement



Watch the Video

View the full story

<https://www.youtube.com/watch?v=KTJSp1aXpZ0>

Client Industry

Consumer Products: Procter & Gamble

Situation

The dynamic business environment at Procter & Gamble (P&G) means the organization is constantly evolving to adapt to ongoing change. The company policy has always been to support transitioning employees with outplacement to ensure that departing employees are treated with dignity and respect as they transition out of the business.

Solution

Right Management provides three services for P&G employees affected by organizational change:

- Pre-decision counseling to help affected employees make an informed decision about remaining with the organization or accepting a voluntary separation package
- Outplacement services including: assessments to determine interests and skills, career coaching, professional resources, and tools and guidance to speed the employee's transition to new career opportunities
- Administration of the educational retraining allowance provided by P&G designed to enable employees to develop or enhance skill sets to increase their employability inside or outside of P&G

Right Management is the global career and talent development expert within ManpowerGroup (NYSE:MAN). We help organizations become more agile, attractive and innovative by creating a culture of career management and learning that nurtures future talent, motivates and engages people, and provides individuals with opportunities to increase their value throughout their careers. We improve time to value through our expertise in organizational effectiveness, career management and individual development. Our approach is centered on the fact that organizations thrive when individuals are successful in their careers. We've spent the last 35 years identifying workforce challenges and developing innovative solutions, enabling our globally informed methods to be time-tested across more than 50 countries. Visit www.right.com to learn more about our capabilities and solutions.



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Results

The value of the 30+ year partnership between P&G and Right Management is gauged by the mutually created success criteria and results show that P&G continues to meet their strategic objectives.

- Annual employee engagement scores show year over year improvement
- Employee satisfaction with Right Management services averages 4.5 out of 5
- Employees reported that their job readiness grew from 2.9 to 3.9 (scale of 5), on average, after participating in a Right Management outplacement program

According to P&G, the company values Right Management because of the shared purpose and values, quality people who are proactive and professional. By approaching the relationship with creativity, and leveraging innovation to turn insights into action, the team has developed a results-focused culture with a measurement process to ensure P&G can be confident they are receiving the services they need.

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