

Intelligent Outplacement From Right Management

Adaptive, Targeted Outplacement Services That Deliver The Fastest, Most Successful Transitions

At Right Management, we understand that downsizing your organization is hard for everyone involved. Your company offers outplacement services not only to help mitigate financial and legal risks that may come with downsizing, but to also act as an important safety net that supports separated employees and their families, proves your company's commitment to remaining employees and the surrounding community, and helps to protect the value of your brand.

Our outplacement services focus on the individual's unique needs, providing insightful coaching and flexible delivery options that meet them where they are. With direct access to our superior talent network and intelligent technology solutions, users are immediately connected with best-in-class resources, information and support, enabling faster, more successful landings. We call this Intelligent Outplacement.

With over 35 years in the industry and investing millions of dollars each year on research, we understand both the modern job search environment, and the needs of multi-generational job seekers. Our Intelligent Outplacement services focus on what matters most, and are built upon a foundation of capabilities that deliver the best outcomes for our clients and their separated employees.

Successful Outcomes with Right Management Outplacement



Separated **employees land up to 60% faster** than national average



Over 80% of separated employees land within the length of their program



Over 60% in our programs receive offers with the **same or higher compensation** than previous role



Satisfaction guaranteed!
72 NPS rating from clients



95% satisfaction rating from employees using our Intelligent Outplacement services

We focus on what matters most



1 Advanced, Global Delivery

Right Management has a long-standing, proven track record of providing **industry leading outplacement services** that consistently outperform other service providers. Through our **RightChoice®** program and **RightEverywhere®** online career portal, we offer both virtual and office based options to meet employees where they are — in their career and in their job search needs. With **3,000 global locations**, Right Management's outplacement services support more than 5,000 clients, and their employees, worldwide. We truly are the global career experts.



2 Insightful Coaching and Guidance

Our **highly credentialed and experienced career coaches** — many of whom hold graduate degrees and have extensive backgrounds in business — **truly understand your employees' industry and role**, and help employees develop effective job search strategies critical to a fast, successful transition.

- Our coaches lead **nearly 125,000 coaching sessions** each year
- **24/7** Just In Time coaching support fields **over 4,000 calls annually**



3 Intelligent Job Matching Technology

Right Management's **intelligent job matching technology** uses proprietary artificial intelligence, machine learning, semantic search, and sophisticated match functionality **to connect users with more job opportunities** that are closely aligned with their career goals. Our intelligent technology delivers the most up-to-date results at lightning fast speeds, resulting in more opportunities, faster time to land, and more successful landings.



4 Dynamic Talent Network

We link employees to more of the best opportunities through the most dynamic talent network in the industry. We leverage our recruiter connections, ManpowerGroup and other hiring partners to connect individuals with a broad range of recruiters. And our RightChoice® program resources and career coaches ensure they are "recruiter ready", **creating faster, more successful landings than other outplacement options.**

- Users have access to **over 2.4 million job postings** and **4,200+ registered recruiters**
- Our virtual career fairs have secured **nearly 10,000 first interviews** with recruiters and hiring managers.

Leading The World In Workforce Transition Planning

Transitioning employees starts well before notification day. Workforce transition planning ensures organizations transition the right employees, and that notification is handled smoothly and with compassion. Right Management leads the industry in end-to-end workforce transition planning. We make sure your organization is optimizing costs and talent planning, while providing the highest levels of outplacement support available.

Career Management & Mobility — Companies succeed by aligning talent with their strategies and business goals. Right Management helps organizations develop, engage, and retain employees through career management and mobility solutions. We help organizations maintain the right people in the right roles, and manage the overall cost of talent by ensuring that key talent remains through downsizing activities.

Manager Notification Training — We support our clients by providing training on best practices for notifying employees in a compassionate manner, including what to expect and handling emotional responses.

On-site Notification Support — We're right there with you on notification day. As part of the notification process, we provide an overview of outplacement services directly to your employees to help them begin moving forward, while also providing emotional support at such a critical time.



About Right Management

The future of work is here. We're ready for it, are you? As experts in leadership development, assessment, coaching, and outplacement services, our job is to help clients let go of the past and embrace the realities of the future. Human resources as we know it is dead. Fortunately, the future of human resources - driven by strategic business people who operate as mission-critical advisors - is more important than ever before. For transformational people and talent leaders, the future is bright!

At Right Management Great Lakes, we provide targeted coaching, leadership development and career management services that empower you to improve business performance through talent transformation. For nearly 40 years, Right Management has helped thousands of Michigan companies and over 500,000 people evolve to meet the needs of a rapidly changing economy. We help companies build exceptional leaders, and enable people to be optimal contributors, so they can operate as pillars in their communities.

As a veteran-owned business, we take the responsibility of serving our clients' businesses seriously. We have worked with over 80% of the Fortune 500 companies and a variety of small and medium sized businesses. If you are ready to transform your company or career, contact Right Management Great Lakes at right.detroit@right.com or call us at 248.948.1600.

