

# CW CONSULTING



*Outplacement Solutions*

*Career Management*



*Mentoring*

*Coaching*

*Assessment and Development*

*Performance Improvement*

## The changing world of work....

● Change within organisations is continuous whether in response to customer needs or out of strategic choice. In every case this structural change will impact most on the organisation's key asset, its people. If support is not provided in managing people through this change process, business performance will be adversely affected by uncertainty and low morale.

● The challenge therefore is to effectively manage the change and its impact. This will maintain morale, retain key people and develop talent. The expectation of job security and vertical career paths is now in the distant past. It has been replaced by a world in which career change, coupled with flatter hierarchical structures, is the new scenario.

● We provide creative and flexible HR solutions to support and assist organisations and their people through periods of change. We recognise that one solution does not fit all. Our support will be as individual as the organisation and its people.

*"...the one thing that is constant in  
life is change..."*

## the challenge ....

● Managing the impact of change is a challenge that is confronting more and more organisations. The old adage adopted by many that staff will 'sink or swim' is no longer prevalent in the current working environment. How the workforce is managed through and beyond periods of change will determine whether the objectives of the process are achieved, the speed with which they are accepted and ultimately their success.



*“...we recognised the need for external expertise... the professional support we received was invaluable in guiding our people to achieve a positive outcome...”*

## ....the solution

- We work in partnership with organisations to address the impact of change on their people. We provide advice and support to Senior Management on how to plan, communicate and manage change within their organisation. We work with line managers responsible for managing teams and individuals through the change process and help them to implement strategies that will encourage a positive response to the changes.

- Through our outplacement support services we provide advice on how to plan and implement redundancy programmes, thus limiting the distress caused to affected individuals and also reassuring and motivating the remaining workforce.

- Our career management service encourages a partnership between employer and employee ensuring that the individuals' skills are developed in line with business needs. We help employees to define roles that challenge them, identify transferable skills and recognise development needs. This will help them set short, medium and long term career goals thereby enhancing their job satisfaction and increasing their commitment and contribution to the company.

- We work with organisations to design and implement tailored development strategies at the individual, team and organisational level, with the implicit aim of improving performance and maximising talent. In all instances our support is dovetailed to complement existing systems, strategies and processes.



*“...CW Consulting supported our people at a very critical stage in their lives...”*

## ....about CW Consulting...



● CW Consulting is a BNB Recruitment Solutions plc company. With over 700 staff, the BNB group is a global £200m business providing a broad range of HR solutions including:

- Career Management & Outplacement
- Executive Search and Selection
- Recruitment Advertising
- Interim Consultancy / Non Executives
- Recruitment Outsourcing
- Employer Branding
- Assessment Centres
- Employee Development

● From our UK network of offices, we have selected and developed a group of consultants who have considerable experience and expertise in designing and delivering effective and successful support programmes.

● CW Consulting is a corporate member of the CIPD and all our consultants operate to the standards within the global body of The International Association of Career Management Professionals. We are an 'Investors in People' employer.

● CW Consulting has also been awarded the BS.EN.ISO.9001:2000 quality standard.

● With an enviable customer base of both national and local organisations we are also the sole provider of career services to the Chartered Management Institute.





**Contact...**

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