

Primary People Ltd

Outplacement Services

Why choose us?

Because we build confidence.

Confidently supportive, we work at a skill level and at a personal level. We know how people tick and how their clock can run down or get jolted out of sequence. We know what it's like to lose our job and how it can affect our identity and our confidence. Comprehensively skilled to deliver added value to you, here's what makes us unique:

- **Operational experience.** All of our coaches and consultants are expert at what they do and they have all held operational roles. We know what it's like to hire people, to run teams, to deliver added value, to deal with customers and to use processes and systems to improve businesses.
- **Deep seated passion.** All of our coaches and consultants are passionate about supporting people so that they can recharge their batteries, regain their confidence and excel at their job hunting. Passion can be an empty phrase, but for us it means that clients have unlimited support. It means that we work in a respectful and safe way, as equals in a mutually successful co-created relationship. It means we bring our enthusiasm to work and the surety that everyone has value and everyone can learn new skills and be great at getting ahead of the competition.
- **Process approach.** Job hunting is a process, which is easy to overlook in the rush to get back to work. We are experts at building value adding processes and with a great process to support you, you can achieve great results.
- **Powerful combination.** We combine Transactional Analysis, operational experience, practical job hunting skills and our passion for job hunting excellence. In addition, Richard (our MD) has written an up to date job hunting book, called Job Hunting 3.0, published by Marshall Cavendish, and sold across the world. Based on practical experience and candidate feedback, it delivers added value to your process and helps you to build practical skills.
- **Cranfield University.** We've honed these skills with private clients and at Cranfield University, where we are part of the team that won the University's first Queen's Award for Higher Education. We also recently delivered HEFCE funded back-to-work programmes for out of work managers, which resulted in people moving from dispirited and lacklustre performance to securing great jobs in the face of stiff competition.
- **LaunchPad package.** We also use the same psychometric profiling tool as Cranfield and Airbus. It's called LaunchPad and combines useful indices, such as conflict handling style and work preferences, which enables people to hone their job searches and their interview answers. It won't put you in a box, but it might help you to get out of one.
- **Vocational CV builders.** If that's not enough, we also offer clients vocational qualifications that they can achieve whilst looking for their next role. We know that a great way to get a job is to do something positive that adds to your CV, which makes for a more confident interview candidate and can be the difference that gets you hired. Coaching skills, Prince 2, Lean Six Sigma? The choice is yours.

We're here for you. We're not going anywhere. Are you?

Primary People Ltd

Vanilla Programme

Sharing our passion for job hunting excellence

We know that one size doesn't fit all. People can have different needs and work at different speeds. We listen to client needs and then produce a programme that is tailored for them. Here is our executive benchmark package, for you to tell us what you would like to do.

We can run this for individuals or small groups. Both have value and both can be a useful learning environment.

Executive Campaign Process

Duration: 4 to 6 months (+ 6 months of unlimited support)

The timing of sessions can be altered to suit individual and group needs.

1. **Induction.** We like to welcome new clients, so we will contact you to outline your programme, explain how LaunchPad works and answer your initial questions. We'll also send you a copy of the book *Job Hunting 3.0* to enable you to think about your job hunting process and to start refining your CV.
2. **Telephone / Email support.** We provide you with a dedicated coach, to give you a continuous point of contact. We recommend you talk to your coach at least once per week, to discuss current progress and work through any issues that you may have.
3. **Personal profile.** We use LaunchPad, which is a compendium of 7 different profiles, designed to help you identify strengths and to assist in your direction setting and interview preparation. The profile takes about an hour to complete over the internet and once you have finished we will email you a confidential results package.
4. **Skills Workshop 1 #Getting Started (1-to-1 or small group).** We spend a day with you working on practical job hunting skills. These include process thinking, common mistakes, reviewing achievements, developing a value-added CV, the use of social media and getting started with networking. We will also talk about the three big secrets of job hunting and enable you to celebrate your skills and achievements. We can also use your LaunchPad results to help you develop useful insights into your skills.
5. **Campaign Coaching 1 (1-to-1 session).** Job hunting can be dull, frustrating and scary. We spend half a day with you on a one-to-one confidential basis to enable you to talk through your issues and concerns and to develop new understandings and frames of reference that can underpin future interview success. We will also work with you to develop your 3-Horse Race campaign and to decide on KPIs that you're happy with. This is part of our process approach to job hunting that is build on our Lean Process improvement background.
6. **Skills Workshop 2 #Communication Skills (1-to-1 or small group).** We spend a day with you to hone your communications skills. This includes a searching practice interview, which uses our unique method of learning review to maximise the development potential. We will also practice critical incident answers, attending skills and how to hold productive networking conversations. People find this session is a great way to build confidence as it develops practical skills that will help you to be proud of your achievements and so sell yourself more effectively.

7. **Campaign Coaching 2 (1-to-1 session).** We spend half a day with you to review your progress and reflect on what is working for you and what you may need to do differently. We know that job hunting can be dull, frustrating and scary, so we know the value of being able to meet up and have the opportunity to unpick key issues and develop new strategies for success.
8. **Campaign Coaching 3 (1-to-1 session).** We spend half a day with you to maintain the support and to provide opportunities for interview preparation and general discussion.
9. **Campaign Coaching 4 (1-to-1 session).** We spend half a day with you to maintain the support and to provide opportunities for interview preparation and general discussion.
10. **Unlimited telephone / email support for a further 6 months, if you need it.** You can keep checking in with us once a week, or more if you need to. That way we can be there for you when you're going through selection processes.

Did you know?

- That people earning less than £50k can still find work in less than 6 months, but that people earning more than £50k often take up to 12 months.
- That there are jobs out there if you know where to look.
- That if you're going to earn a salary of £100,000 for the next 5 years, you need to be able to effectively sell a £500,000 package to your next company. If you were selling a house worth that much, how much would you invest to increase your chances of getting a sale?
- That good people fail to get to get good jobs because they become demoralised, or because they don't follow a great process.
- That everyone has the potential to succeed.
- That we are not a recruitment agency or a database in disguise. We are operational, process experts who know how to work with people to develop skills and potential. We are safe, ethical and great at what we do: because we're passionate and because we work to develop skills and to increase confidence.

Cost of this programme: £8,847 + VAT

You can have less, but do you really want less?

If you want more you can add a Vocational Qualification, such as ILM L5 Coaching, Lean Six Sigma Yellow or Green Belt, or PRINCE 2.