

TECHNOLOGY

When it comes to running a business, one multinational corporation knows the value of dedication and focus on expertise—in the case of this business, that expertise is creating solutions for document management. When it came time to create ongoing solutions for talent management during a layoff, this company did not hesitate to turn to the experts in outplacement.

COMPANY INFORMATION

Headquarters: Norwalk, CT
 Ownership: Public
 Founded: 1906
 Company Size: ~140,000
 Revenue: \$26.58 Billion

This multinational Fortune 500 organization creates and sells document management products and consulting services.

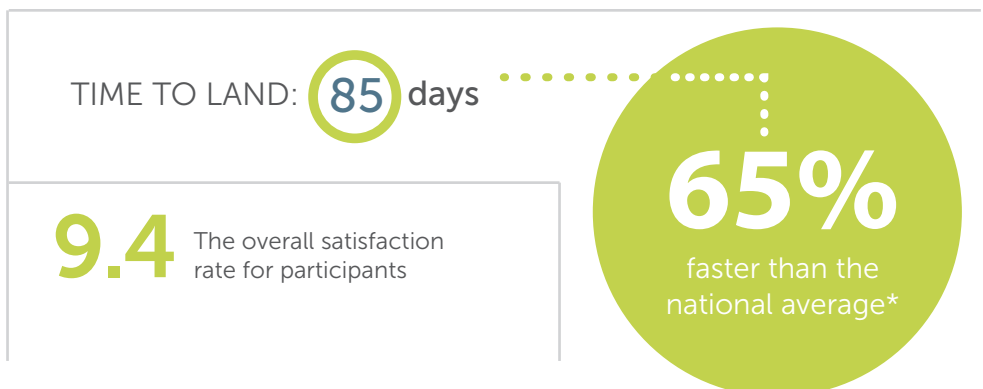
CHALLENGES

Some of the greatest challenges that this company faced in transitioning its employees revolved around communication and accountability. From consistent and effective notifications to accountability and results, this organization sought a greater level of support and transparency than its previous outplacement firm was able to provide. Moreover, the quality of services, including brief resume trainings or critiques for transitioning talent, did not bring the fast landing times desired by the organization.

SOLUTIONS

Since 2009, this organization has partnered with RiseSmart to transition more than 3000 employees through both a major acquisition and other reductions in force. RiseSmart implemented a dedicated and thorough manager notification training program in order to foster a more constructive climate for all employees, reduce liability, and strengthen their employer branding. RiseSmart also improved upon the programs and services this company was able to offer by providing each individual participant with resume creation services from professional resume writers. The organization was also able to better track ROI and improve on its future plans upon receiving in-depth reporting, analytics, and testimonials from RiseSmart, including how many people landed in a new job during their program, the average number of days to land, and new job titles, all broken down by the various programs and departments.

RESULTS



*According to the BLS, the average duration of unemployment is 231 days (Nov 2014).