

# Crosswinds Consultants Outplacement Services



## CROSSWINDS WAY

### GROUP TRAINING

Group training sessions are held twice a week to engage job seekers in life cycle career development practices, strategies and tactics.

### I ON I COACHING

Every individual receives 4 hours of personal coaching with one of our consultants to develop personal goals and job search objectives.

### OPPORTUNITY BUILDER

Our consultants and researchers develop and maintain a pulse on opportunities that appeal to our job seekers. Job leads and opportunities are relayed as they are discovered.

### CAREER PORTAL

An online career development portal for current and past Crosswinds Consultants job seekers. Instructional modules, networking and question forums for access to our consultants expertise.

## Career Development Coaching and Training Programs

# The Crosswinds Approach

“Not only is it the right thing to do,  
it just makes good business sense.”

At Crosswinds Consultants, we believe that personal interaction and conversation is the cornerstone of launching a successful job search campaign with displaced workers. Personally connecting and understanding a displaced worker's current situation, evaluating their needs and developing a proactive approach towards their future employment goals are keys to a successful job search campaign. Every job seeker who engages Crosswinds Consultants receives personal one-on-one time with a qualified Career Consultant.

The old model of outplacement services is far outdated. Rather than providing the traditional workspace and phone access, we provide our clients what they really need training on the core areas of a successful job search, personal coaching on resume and cover letter development, strategies and tactics for sourcing new job leads and a team of consultants dedicated to their success.

We acknowledge the emotional and hardship associated with being a displaced worker and offer a positive, welcoming and safe environment for job-seekers to launch the next chapter of their career.

### A Research Based Methodology

#### The Program

At Crosswinds Consultants, we value the time and energy of all clients. We know there is a sense of urgency to land that next job and continue down their career path. Our solution was to create a Hybrid Outplacement

Model for all displaced workers. Now job seekers get the best of both worlds.

All Outplacement Packages include:

- Access to 3 hours a week of group career workshops
- One-on-one coaching and consultation
- Priority Job Lead Builders
- One-year access to our CareerPods Community

Crosswinds Consultants bridges the need for human connection, informative group seminars, personal coaching and the continued support and access to a team of dedicated consultants.

### At a Cost That is Affordable

#### Affordability

Crosswinds Consultants understands the financial burden placed on companies during times of layoffs and restructuring. Our programs offer high quality, personal and effective outplacement services for your displaced workers. It makes good business sense to invest in the future of your departing employees. Our programs are positive, well intentioned and informative for those who are in transition.

Our programs start at \$899 per displayed employee. We custom tailor programs to meet the organization and individuals needs based on level of employment. We look forward to assisting you and your organization through the transition process.



## Doing Right by Your Employees

Crosswinds Consultants believes in the fundamental thought that it is the employees that make an organization. As an employer, you and your employee made a commitment to each other. When the difficult decisions needs to be made regarding all types of downsizing, companies need to and should do the “right thing.” That means, providing solid career transition for all displaced employees. In these times of economic uncertainty it was cited by the New York Times that the average worker is taking 5.5 months to land gainful employment. Proof that outplacement services are more crucial for your former employees than ever.

Without such services, your separated employees would spend more time searching for direction and less time actively pursuing future employment. Losing a job is considered to be one of the three most difficult times of life. Crosswinds Consultants offers a solution that meets the training and coaching needs of your employees, and also provides a positive environment that gives them hope, guidance and motivation to recover fast and seek new employment opportunities.

A company that provides a solid outplacement service benefits far more than doing the right thing. It creates a culture that people want to be a part of. Outplacement Services maintain the morale for your current key employees and create a new connection and relationship with displaced employees after they exit your organization. Finally, Crosswinds Consultants Outplacement Services reduce litigation concerns and cost, because you are actively doing your part as an employer to get your separated employees back into the workforce.

We encourage you to take advantage of the Crosswinds Outplacement Services programs for your employees at all levels of your organization. We will structure a program to meet your needs and a program that creates a launching pad for the future of your employees.

Take care,

Linda Spotts  
Founder and Owner  
Crosswinds Consultants

## CROSSWINDS CONSULTANTS

As a local Central Pennsylvania business we are dedicated to the success and workforce development of our neighbors. Our mission is to assist organizations through tough times as well as empower displaced employees navigate the career search process.

### OUR CORE TEAM

**Linda Spotts**  
President

**Pat Leonard**  
VP of Career Coaching and  
Assessments

**CONTACT US TODAY!**  
Crosswinds Consultants

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Avenue, Suite 222A  
Harrisburg, PA 17109

## THE CROSSWINDS WAY

### OUTPLACEMENT SERVICES OFFERED

Our team of professional consultants value the role of collaboration in the career transition process. We focus all of our efforts on offering sound, efficient and thorough advice to all those in transition. There is a value to approaching a job search with the support team of consultants, hiring managers and fellow jobseekers in your corner. We leverage the time and talents of all to make each and every individual in our programs as successful as possible.

For specialized high level employees, the team at Crosswinds Consultants can personalize and offer a one-on-one program to meet the needs of all jobseekers.

**We are here to help you!**



### ***Why Secure Outplacement Services?***

*Outplacement makes sense because it:*

- Assists transitioning employees in finding employment.
- Sustains morale and productivity among remaining employees.
- Maintains your positive image in the community by doing the right thing to assist former employees.
- It makes perfect business sense.

Crosswinds Consultants customize all Outplacement Services to meet the needs of both the organization and the separated employees. We offer a free consultation on the structure of the services to best suite your financial and transition needs.

### ***Outplacement Packages include:***

- Each individual is provided a professionally written resume and cover letter.
- One hour of personal comprehensive interview coaching.
- One hour, one-on-one Job Search Strategies Session with professional trainer.
- Job lead sourcing and development.
- One year unlimited access to our online portal, CareerPods.

### ***Six Hours of Transition Seminars:***

- Dealing with the emotional aspects of job loss.
- Self-assessment of skills, strengths, challenges.
- Resumes and cover letters that get results.
- Fundamentals of the job search.
- Web and Network based job search strategies.
- Coaching and role playing for interviews.
- Evaluating and negotiating job offers.

***All Outplacement Services start at \$899 per displayed individual***

We pride ourselves on the positive outreach we provide to our displaced neighbors. It is our intention to have every displaced worker prepared and guided towards gainful employment as soon as possible.

***Contact Us Today To Secure Outplacement Services for Your Employees in Need!***

**Crosswinds Consultants**

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