

Finding traditional outplacement services simply won't fit your budget?

Not any more!



In today's unpredictable climate, providing practical support for employees transitioning out of your organisation is a crucial component of the restructuring process.

However with costs involved in traditional outplacement services being potentially in the thousands per person, this support is often reserved for middle to senior roles and rarely offered to those who need it the most... those in the frontlines of your organisation.

**Hi, I'm Nicky Russell - The Holistic Life Coach; certified IWA Life Coach, Career Transition Coach and Wellness Advocate!**

Having experienced both sides of the restructuring coin myself, along with working alongside people leaders managing the process, I recognised there was a better way of providing essential support to frontline teams.

Several years ago I created a **core career transition coaching model** that is not only **customisable** depending on needs of an organisation and it's people; it's proven to be **budget friendly, low-noise** and **effective!**

And the unique advantage of having a life coach provide career transition support.... is the ability to provide **emotional and mental support** during the process.

Having your role disestablished is never a nice feeling, and it's different for everyone depending on their unique set of circumstances. A holistic approach is vital in this space - seeing the whole person and addressing their individual needs to **build confidence and empower them forward.**



*"Nicky has worked with us a number of times and through difficult change periods in our business. Nicky has always shown professionalism, abundance of knowledge and above all empathy towards our business and our employees. We cannot thank her and recommend her highly enough"*

**Kym Johns**

**Head of HR Asia Pacific, Datamars Ltd**



**Career transition coaching provides a range of benefits not only to exiting employees but also to the organisation itself and remaining team members. Key benefits include:**

**Faster Recovery for Employees** by helping those exiting an organisation find new opportunities. Faster recovery can positively impact the individual's financial stability and overall wellbeing.

**Maintaining Employee Engagement** even among those who stay with the organisation. Employees facing restructuring may experience stress and distraction. Offering career transition coaching helps them focus on their career search, reducing the impact on remaining team members.

**Minimising the Negative Impact** on workplace culture that restructuring can bring, by showing compassion and support for departing employees.

**Enhancing Leadership Credibility** by demonstrating strong leadership; taking responsibility for the wellbeing of employees during organisational changes.

**Maintaining a Positive Employer Brand** not only for remaining employees but also to help attract top talent in the future.

**Showcases Commitment to Values** and Ethics Alignment. Providing career transition coaching can align with organisational values and the ethical considerations associated with workforce reductions.

I also offer **individual holistic life coaching sessions** as an **employee benefit**, as well as **bespoke wellness workshops** for your people.

My approach is to work alongside you to align with and **support your wellness initiatives to improve employee wellbeing** in your workplace.



*"Nicky's guidance and insights during our session were invaluable. She showed me how I could align my personal life goals with my professional aspirations, creating a compelling narrative for potential employers. Her approach is both holistic and pragmatic, making the process seem achievable and empowering. Nicky's approach is transformative, and her genuine care shines through in her work."*

**Jinouk Kwan**  
**Career Transition Recipient**

Feel free to reach out for a confidential discussion as to how we can work together, supporting your organisations restructure process and empowering your people forward with their next career step.

In wellness,

*Nicky*

