

Success Story

Outplacement in the Healthcare Industry

Business Issue: Downsizing with Dignity

A well-regarded healthcare organization is widely known within local communities and among major healthcare stakeholders. Respect and caring is part of its culture and is important to its employer brand. When the organization needed to downsize, it required a quality partner who could provide an excellent employee experience to help maintain a strong employer brand among its current, former, and future employees. The organization also required a partner that could provide these services to all of its locations across the country and that could be flexible by being on-site early in the morning and on short notice.

Solution: Providing an Excellent Candidate & Client Experience

Right Management has been this organization's outplacement partner since 2010. The Right Management team provided on-site consulting support before business hours on notification day to accommodate notifications at the organization's laboratory sites, and provided on-site support for individual terminations as well as multi-site projects. Right Management provided its RightChoice® outplacement programs for all levels of employees, and the client continues to be impressed with the technical innovation of the RightEverywhere® candidate portal.

Results: Protecting Brand & Reputation

In using Right Management's services, this organization's former employees experienced a positive career transition and were able to land new roles in less time than the industry standard. In addition to providing a better experience for transitioning employees, the outcomes served to protect the organization's brand and reputation as an employer:

- 96 percent of former employees are satisfied with Right Management's services.
- 78% of former employees have a positive perception of the client after receiving Right Management's services.
- Outplaced employees have an average landing rate (i.e., the time to land a new job) of just seven weeks.
- The Right Management team has achieved a 97 percent client satisfaction rate.

