

A CORPORATE OUTPLACEMENT STRATEGY

From



The **JOB SEARCH
SOLUTION**

Customized and Client-Branded Outplacement Solutions for Downsizing Corporations

Reductions in force have the potential to cause problems that can erase any savings anticipated.

Whether your company's cutback is necessitated by a merger, strategic redirection, or business slowdown is of small concern to the displaced employees. Studies tell us that only the death of a family member is more stressful than job loss to most people. Importantly, those employees remaining with the company feel that same stress.

Progressive businesses recognizes the risk of detrimental acts by terminated employees, and understand the effect treating those employees with concern and respect will have on employee morale going forward. Those companies will include outplacement assistance in the severance package offered to employees.

Ideally, you want valued employees that were regrettably terminated to be open to future reemployment. It is very important that remaining employees see a positive end to their co-workers tenure with the company so that high morale is maintained. Due to the stress and trauma some transitioned employees experience, it is not uncommon to see undesirable behavior directed at the company by departing employees. Lawsuits and unwanted publicity might be avoided if a sincere and compassionate outplacement program is included in the employee severance package.



The Job Search Solution (JSS) is a cost-effective component of a risk-averse corporate outplacement program. Coupled with a corporate communications plan that is sensitive to the employee, it may be all that is required to prevent potential problems and ensure ongoing stability in your workforce. Undoubtedly, the faster ex-employees can secure new positions, the greater your company's chances for a smooth and trouble-free transition.

Recruiting industry veteran Tony Beshara developed the JSS program to address this primary concern. He has created a comprehensive guide that takes the employee through each component of a successful job search campaign.

Dr. Tony Beshara



Meet the Author

Tony Beshara is America's #1 recruiter according to the industry's leading resource, **The Fordyce Letter**. Tony has personally placed more than 6,500 people in positions paying from minimum wage to more than one million dollars per year. He has worked with more than 24,000 hiring authorities to fill jobs in 100+ different categories. His job search solution has helped more than 100,000 people find jobs.

Tony is a media favorite and has been featured online at **MSN Careers**, **The Organization Zone.com**, and **My GT Magazine**. An article by Kay Lorenz, editor at **CareerBuilder.com**, cited his book, "The Job Search Solution - The Ultimate System for Finding a Great Job Now." That book was also featured in an article appearing in **AirTran Airways Inflight Magazine**.

Television personality "Dr. Phil" **McGraw** sought Tony's help in a series of shows about a young man who was emotionally struggling over his long term unemployment. Following the same process detailed in the JSS program, Tony and Dr. Phil had the man in a new career within six weeks.

Tony has a weekly radio show, also called "The Job Search Solution," broadcast on Saturdays from 5 – 6 p.m. in the Dallas, Texas area on KLIF 570 and online at www.klif.com/listen.html.

The **JOB SEARCH SOLUTION**

Phone: 866-802-1222 x2

www.thejobsearchsolution.com

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The Job Search Solution program includes the following components:

CLIENT TESTIMONIALS

I just spent \$90,000 going to law school, and I lost thousands of dollars in income while attending ... guess what? I had no job offer. I committed fully to The Job Search Solution



...The next thing you know, I was referred to an outstanding attorney who hired me on the spot!

"I think it is safe to say that it saved me 2 to 4 months of searching, and thousands of dollars in lost income"

– Scott
Dallas, Texas

"I studied 'Job Search Solution' intently, then went for a round of interviews. For the first time in my professional life, my interview results were 100%! This course put me in the drivers seat."

– Jay A.
Boston, Ma.

"After being out of work for a month, I followed Tony's program. In a matter of two weeks, I secured three interviews and two offers.

Tony's system works! Tony teaches that, 'If you work the system, the system works for you' ... and it does!"

– Stephanie R.
Austin, Texas



The Job Search Solution is pre-packaged and ready for access.

We host and maintain the complete solution. The JSS solution is available when you need it, for as long as you need it. JSS can drop ship course companion materials directly to your employees, or to you for distribution as you wish.

18 Powerful e-Learning Modules – These engaging and interactive e-Learning courses are the heart of the JSS. Visit the JSS web site for complete module summaries.

Real Interview Videos – View live interview sessions on this DVD to see Tony's recommended interview techniques, as well as a segment revealing the most common interview mistakes.

Virtual Interview Coach – This tele-service enables the employee to practice the telephone techniques required to secure face-to-face interviews as many times as they need to feel completely at ease.

"Ask Tony" Mentoring – Employees submit questions online and receive expert advice promptly. Tony serves as the personal coach and mentor for your employees.

Guided Imagery Preparation – An exclusive "guided imagery" CD that mentally prepares the employee before each interview to perform to his/her greatest potential.

If you manage the process, the results take care of themselves!

– Tony Beshara –

Job Search Resource Library – A library of exercises, preparation, and additional collateral documents guaranteed to set your client apart from competing candidates.

The Job Search Solution Reference Book – Each employee will receive a copy of Tony's book.

Job Search Calendar – A unique on-line calendar specifically tailored to track the employee's job search prospecting, interviews, preparation, and follow-up.

Job Quality Index – A proven job evaluation system objectively compares your client's job offers.

Contact **The JOB SEARCH SOLUTION**

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The Job Search Solution reflects your company's concern.

Employees can login from your web site or intranet. As an option, JSS will build a customized login page that matches your site's look-and-feel. The introductory content can be customized to impart your company message and contact names / information.

The Job Search Solution sells your company. It reflects the care and concern you have for the affected employees, and your appreciation for their contribution to the company's success. Legal problems and bad publicity are avoided. Remaining employees stay motivated.

The Job Search Solution has been enhanced with features specifically designed for our **corporate clients**:



- Custom Branding for your web site
- Custom Content
 - On login / intro page
 - Within module
 - Add a module
- User Tracking
- Management Reports
- Flexible pricing model
 - Per User
 - Flat Fee

Sample Custom Login Screen

home | site map | contact | member zone

Website Search...

ICSU
International Council for Science

Job Search Instruction

HR Contacts:
Mary Crawford x245
mrcrawford@icsu.com
Lois Evans x241
levans@icsu.com

Powered by **The** Job Search Solution

CLIENT TESTIMONIALS

"Your book taught me that if I took a systematic approach to finding a job, I wouldn't have to be as concerned about the "results"... it would take care of itself. And it worked just like you said it would.

"I have been a vice president in the banking profession for fifteen years... "My search was so much easier and smoother than I thought it would be thanks to your book.

"Thank you, Tony, for all your encouragement and preparing me for a new career."

- Erin Stehl



"Dr. Anthony Beshara's book...was absolutely fabulous and helped me find the job of my dreams...This book assisted me in obtaining an executive position by stressing the importance of selling myself harder than I could have ever imagined and instructing me on how to do it! Thank you, Dr. Beshara!"

- Dawn Trautmann