

# Redundancy Redesigned Outplacement Coaching



## Outplacement Coaching *Processing change support*

- Bespoke coaching to process change & protect emotional wellbeing
- Nurture acceptance, confidence & future-facing narratives so people feel seen, valued & valuable

## Practical, Action-Oriented *Real, strategic guidance*

- Support with job search, CV, interview process or career pivots
- Strengths-based coaching for confidence, communicating credentials & career planning
- Clear actions to reduce overwhelm

## Reputation Protection & PR *Boost morale, protect brand*

- Turn transition into integrity & install supportive leadership narrative
- Strengthen internal culture, create positive PR & smooth exits.

**Real support. Real change.**

## Redesigning Redundancy

Elevate exists to create healthier workplaces & stronger futures during change. With structured, **human-led support** for people affected by redundancy, this isn't just compassionate; it's strategic.

Bespoke coaching leads to **faster recovery**, **smoother exits** & **stronger reputations**. When people feel seen, they move forward with focus. This is how your business shows not just what it does ~ but how it treats people along the way.

“By the end, I wasn't thinking about redundancy - I had a plan & energy - I was looking ahead!”

## Meet ELEVATE

Kate Oates Elevate brings 20 years of leadership experience & **firsthand understanding** of redundancy from every seat at the table. This programme was born from a gap Kate experienced herself. It combines **human-behaviour insight** & **change-management** support.

Kate helps businesses navigate redundancy with genuine care, using **appreciative coaching**, mindset reframes & **practical support** - to reduce emotional & cultural fallout. This isn't just about exits - it's about **morale**, **reputation** & showing **leadership** to those who stay, so culture doesn't leave when people do.



# Redundancy Redesigned The Elevate Programme



## The Support

### For the Individual(s):

4 x 1:1 Coaching sessions over 8 weeks.  
Tailored, senior support.  
Light-touch tools between sessions.

**Format:** Via Zoom, phone-call or Walk & Talk

**Facilitator:** Kate Oates

### Structure:

- Guided sessions, following Elevate's Redundancy Redesigned Framework
- Adaptable based on needs & goals
- Neurodiverse aware & inclusive
- Coaching beyond career: Mindset, Confidence, Decisions, Career Planning, inc. check-ins between sessions + pre-interview support (if needed)

### For the Organisation:

2 x 30-min HR Debrief sessions.  
Internal Comms guidance.  
Anonymous feedback insights.

**Format:** Calls via Zoom on weeks 1 & 9.

**Facilitator:** Kate Oates

### Includes:

- Optional guidance for internal comms to maximise engagement & impact
- Progress insights (anonymous) to support learning & culture

## Programme Investment

£1,200 per person

A human-focused support package to create confidence & positive momentum after redundancy.

### Intake capacity:

Allowing for setup, HR debriefs & last-minute reschedules, this programme allows for **support of up to 15 individuals** in each 9-week window. All sessions must be completed within the timeframe.

## Why is this different?

Most outplacement support focuses on the CV & job search, missing the crucial stage of **processing change**. This programme goes deeper on a human level & includes **strategic career coaching**, nervous system regulation & support from an established leader.

## Does it work?

**Yes!** People leave this programme focused, calm & ready to move on. They feel validated, valuable & no longer stuck or resentful. That's not by accident! The right coaching creates safety, professional (not emotional) thinking & fuels forward-thinking.

## Redesign your redundancy

Contact Kate for a prospective conversation

