

A close-up portrait of a woman with shoulder-length, wavy, grey hair. She is wearing a dark blazer over a black top with a subtle pattern. The background is softly blurred, showing what appears to be a window with light coming through. The overall tone is professional and calm.

# Outplacement for managers

- Develop a strategy for your future career

# We keep at it - until you have a job

Since 1989, well over 5,000 managers have found new jobs with the help of our professional and individual counselling. Your personal counsellor will follow you all the way until you have a job. He or she will also be present on the sidelines for the first 100 days in your new job.

This programme can be customised for managers, project managers and highly trained specialists. No matter what, we will be able to accommodate your wishes for your future career.

You will be assigned a personal counsellor who will follow you throughout the programme, but you will also be able to meet others and gain additional perspectives. All our counsellors have a managerial background from the public or private sector.

It will be important for you to establish clear goals for your future career. You develop your strategy for the programme with your counsellor and you will be able to have the sessions and coaching that you need to be able to reach your goal.

## Your options

In addition to your counselling, you will be invited to a wide range of networking activities with other managers, where you can share experiences.

## A new job awaits

Typically, your programme begins with a session with your counsellor, where you discuss your communication strategy for your network and any special requests you may have for the programme. Together with your counsellor, you will also prepare a plan of action for the coming period.

When it suits you, you can work on your search for a job on the AS3 portal, which is our digital job forum.

Although we have no affiliation with other recruitment companies and headhunters, we have a good working relationship with them all. This gives you access via AS3 to all jobs that are available on the visible job market.

If you have any questions, please feel free to contact your counsellor.

Our professional modules ensure progress in your search for a job. You can see them on the AS3 Portal.

### Foundation and planning

- Reactions to change
- Considerations in relation to changing jobs
- Project plan for job-seeking
- The job market
- Skills profile
- Success stories

### Opportunities and objectives

- Motivation, values and optimism
- Job targets
- Network
- Personal branding
- Social media
- Professional and personal development

### Action and results

- The Application
- The CV
- The job interview
- Tests and personal profiles
- Onboarding

# Your career forum



## Personal counsellor

Because we have specially chosen management counsellors all over the country, we can ensure you receive competent coaching. You will be able to engage in sessions as needed. If you find that the match between you and your counsellor is not right, you will be assigned a new counsellor.



## Specialist

For additional perspectives on your reflections, you will have the opportunity to meet someone with relevant specialist knowledge.



## The AS3 Portal

You gain full access to the AS3 Portal, which is our digital forum about jobs and careers for you to explore when it suits you. Here you will find relevant information and inspiration to use in your search for a job.



## Professional modules

Your programme consists of a series of connected professionally relevant modules. However, these can be read in isolation and sequenced to fit your strategy.



## Network group

You will be part of a result-oriented network for managers, where the goal is to find the right job for each participant. The group is facilitated by a special network specialist.



## Webinars

You can participate in live job-related webinars, where you can chat and ask questions during the sessions. You can also watch recorded versions on the portal.



## Professional network

You will be a part of AS3's business-oriented network and an effective networking strategy will be prepared for you. We can also set you up with actual network meetings if you so desire.



## Workshops

You can also network by taking part in workshops about matters such as personal branding. These workshops alternate between presentations and group work.



## Jobs abroad

We have offices in Norway, Finland and Sweden. We also have a partnership with Lee Hecht Harrison - a global leader in counselling, with over 300 offices in more than 60 countries.



## Tests and personal profile

If you would like a test and an analysis of your personal profile, we can arrange this, along with a personal dialogue about the results.



## Onboarding

Your counsellor will follow you for the first 100 days in your new job. You can also prepare yourself for your new job with the help of an onboard webinar.



## Job Fallback policy

Should you, contrary to expectations, lose your new job within the first six months, you can resume your counselling, to help you get another.



## Mentor

You will be offered coaching about specific topics with an industry-relevant mentor, who is an experienced business leader.



## AS3 Alumni

If you join our alumni network, you can gain further benefits. You will be invited to special webinars and will also always be able to access the documents you have uploaded.

# Your programme

Start

24 months

## 12 months

- Personal sessions with your counsellor
- Knowledge about job-seeking in the form of webinars and workshops. Participate as often as you want
- Inspiration and help with job-seeking via the AS3 Portal
- Online library of recorded webinars and job-related articles
- Professional lectures and networking with other job seekers
- Share experiences with other people as part of a Job Team and maintain your motivation and a high level of activity
- Your counsellor will follow you for the first 100 days in your new job

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## 12 months

- Continued full access to the AS3 Portal
- Continued participation in webinars, including a special onboard webinar
- Continued opportunities for networking at workshops, etc
- Job Fallback, so you can resume your counselling if you should lose your new job within the first six months

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## AS3 Alumni

- Continued access to the AS3 Portal and your own documents
- Invitations to webinars
- Access to news and articles about jobs and careers

# 99 %

get a job with our help, within 6-12 months

## We provide individual career counselling, offering you:

- A customised programme with experienced counsellors from the world of business
- A specialist team that offers professional, effective job counselling
- Coaching about your job-seeking strategy and action plan
- Counselling about getting the right job
- The opportunity to join AS3 Alumni, where you can draw on our resources and knowledge about jobs and careers, for as long as you want



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