

## CAREER SERVICES PSP

### PSP® Personal Success Profile

Navigation System for Career Launches  
and for Steering through Career Changes

COACHING  
POSITIONING  
INPLACEMENT  
OUTPLACEMENT

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### ERNI ASSOCIATES

specialises in adult education, human resources management, and career services designed to launch careers and to steer through changes. Many of our services are based on PSP®, a career development tool designed by ourselves, with a successful three year track record. ERNI ASSOCIATES' coaches are committed to give full attention and total support to each Client and to each service.

## ECONOMIC CRISIS FACING REALITY

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### Crisis, did you say crisis?

As a consequence of the slowdown of World economy and the radical changes it has brought many companies are forced to adapt their structures. Hire freezes, cost cuts, restructuring, downsizing, staff lay-offs... Countless managers are facing the fast changing economic environment and often have to take unpleasant decisions related to headcount. Consequences for leaving and remaining staff as well as for job applicants can be heavy.

Regardless of a person's hierarchical and social level, a career launch or the period following the announcement of a job loss can be very difficult to manage.

When will the economy recover for real? Even highly acclaimed economists cannot forecast sustainable recovery. A realistic approach is to be prepared to go through many more difficult months. As a matter of fact, after the exaggerations of the „new economy“ and the Internet boom the downturn is just as exaggerated as was the upswing. This has radically changed the situation on the labour market, which has become a tough battle field for job applicants, no matter what education they feature nor what rank they used to have.



## PSP BENEFITS MOTIVATION SOCIAL SKILLS SELF MARKETING

**Know how to best proceed and be fit for change: Courage, energy, self-confidence**

The professionally controlled PSP process reveals a person's real potential, the often unutilised strengths and his or her affinities. It helps individuals to position themselves objectively, to face realities and to plan and undertake career moves with the existing employer or on the labour market. PSP aims at 3 major goals:

- Develop an individual's core competencies and the strengths that are most sought after by his or her employer or on the labour market. At the same time PSP acts as a motivator and enhances awareness and self-confidence, resulting in a better starting position for a career launch or navigating through change.
- Elucidate recruitment and selection processes that are often unrecognised: In a booming economy specialists and managers often simply chose amongst job offers or were placed by head-hunters. They hardly ever had to be proactive on the labour market.
- Expose how to target and approach potential employers. Train the most efficient methods for job searching and the most successful techniques for applying for a post.

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## ORGANISATION PRODUCTS

Targeting international individuals and companies, our services are available in English, French and German. Our PSP offer comprises tailor made, individual coaching as well as the following **all-inclusive packages**:

### PSP CAREER CHECK-UP

Professionally structured process including individual homework and 5 personal coaching sessions scheduled over a period of at least 4 weeks. The aim of spacing out the coaching sessions is to give participants time for their homework, which requires at least 50 hours and is an integral component of the PSP process. Also, participants are encouraged to use their newly acquired knowledge in-between sessions, for their personal change management and/or job research.

### PSP COACHING

Same content and steps as CAREER CHECK-UP, followed by test interviews conducted by neutral third parties who are HR professionals.

### PSP OUTPLACEMENT

Our VIP package includes PSP COACHING plus personal coaching sessions over a defined period of time, as requested by the participant.

### PSP SEMINAR

Covering the same topics and objectives as PSP COACHING, organised as a seminar for groups of up to 12 participants. Optimum efficiency will be attained by a 10 day course. The seminar may be condensed according to the Client's needs and wishes, or be completed by individual coaching.

PSP seminars are animated by our experienced trainers, guest speakers present select topics. Each participant benefits of at least two hours of individual coaching, during which the coach will discuss confidential and/or sensitive matters and give personalised advice.

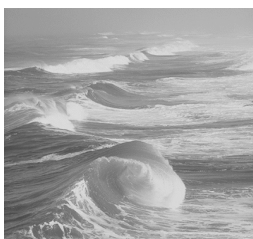


## OUR PARTICIPANTS WILL MEET THESE OBJECTIVES:

- Discovery and consolidation of the individual potential (often not adequately used)
- Self-confidence and motivation boost
- Dynamic and responsible approach of the future
- Realistic assessment of the personal situation and of available options
- Ability to define and to pursue the most viable career objectives
- Conversion of personal strengths into USPs
- Effective self-marketing
- Optimum application file
- Efficient interview technique
- Substantial increase of candidates' employability
- Front line starting position in the internal or external job market
- Extension of personal networks, giving access to potential 'coaches' and/or future employers
- Insider knowledge of recruitment and selection processes, of obstacles related thereto and of means to overcome them
- ... and many more.

The above objectives relate to CAREER CHECK-UP, PSP COACHING, PSP OUTPLACEMENT and to PSP SEMINAR. Objectives vary for PSP POSITIONING and for our Inplacement services.

Even though PSP are structured processes our coaches will always take into account the individual situation of each participant and carefully cater for his or her individual needs.



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## **PSP<sup>®</sup>** **PERSONAL SUCCESS PROFILE**

## **OFFER TARIFF**

### **PSP CAREER CHECK-UP**

- puts participants in pole position when launching a career
- periodic check-up during a career, to be performed as naturally as a periodic medical check-up
- cost-efficient solution for individuals
- called on by Executives for ensuring that their managers and specialists can and will efficiently put corporate strategy into practice

Structured and personalised coaching process:  
5 intensive coaching sessions of 60 minutes each, analysis of and improvements to the candidate's application file, recommendations for individual career development

per participant CHF 3'500.–

### **PSP COACHING**

- includes a career check-up, design of individual measures for career development and coaching of their realization
- often on an employer's initiative, sometimes as part of an employee's severance pay
- most appreciated by individuals who wish to successfully navigate through career change

Structured and personalised coaching process:  
5 intensive coaching sessions of 60 minutes each, analysis of and improvements to the candidate's application file, test interviews, recommendations for individual career development, coaching

per participant CHF 6'000.–

### **PSP POSITIONING**

- ideal for participants taking their own initiative
- a must before (re)entering the labour market
- recommended whenever a job is threatened
- rapid but efficient analysis of a participant's real and "marketable" strengths and of his/her objectives
- briefing on most viable career options

Electronic positioning followed by 2 intensive coaching sessions of 60 minutes each and tailor made home work

per participant CHF 900.–

### **PSP OUTPLACEMENT**

- totally tailor made career service
- VIP Outplacement – no set number of coaching sessions
- during the booked period participants will be fully coached and have access to all of our career services
- includes full PSP COACHING package
- introduction to intensive networking

minimum 3 months per month CHF 4'000.–

### **PSP SEMINAR**

**Intensive classes** for groups of max. 12 participants: Presentations, workshops and individual coaching. Covers the same objectives and services as PSP COACHING for individuals.

Classes during consecutive days or spread over a suitable period, total duration 5 to 10 days

set price per day CHF 4'500.–

### **Complement to the PSP SEMINAR**

Additional intensive coaching session of 60 minutes plus one simulated interview

per participant CHF 700.–

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- ERNI ASSOCIATES will be pleased to make tailor made offers  
- All fees subject to Swiss VAT, except for education services  
- Basic expenses included  
- Our General Terms of Business apply

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