

OI Global Partners

Torino

Mäder & Partner AG New Placement
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4.1.1. Competitive changes in our business

- As a client of us told me last month: The Outplacement-Market in Switzerland is saturated in the German part of Switzerland
- Strong competitions, discussions about prices are continuously intensifying
- Big companies are moving into the outplacement business
- Expansion of services with new products like 360° feedback, teambuilding, conflict management
- Increasing sales of our existing services like coaching, leadership coaching, and vocational potential / positioning for individuals and companies (organisational development)
- Vocational potential / positioning (organisational development) is an interesting offer, companies can act before having to introduce big changes in their structures, so they don't need to dismiss employees

4.1.2 Changes in what our clients are seeking

Client

- Adapting to a changing economy / Flexibility
- Short-term contracts
- Price-sensitivity
- Taking responsibility for the customer / high quality work
- Short term notice for projects requires considerable flexibility on our side

Customer

- Social Media consultations Xing / LinkedIn – application channels
- Change of Jobs / Functions / Industries
- Networking activities, our network
- New economy / 4th economy / VUCA
- Flexible working models

4.1.3. Evolution of our industry locally/globally

- Market in outplacement is saturated
- New Products
- Prices are falling
- Industry is going to be more automated / digitalized
- Less face to face
- Online-platforms are increasing

4.1.4. product development

- New Placement
 - From the initial meeting, covering the consulting process until onboarding has been completed
- **Support and guidance of reorganisations (leaders and HR)**
- Coaching for employees, leaders and executives
- **Team coaching, Teambuilding**
- Crisis interventions
- **360° Feedback, Mediation**
- **Skills-appraisal (vocational positioning)**
- **Self-analysis**
- **Assessments for employees and leaders**

4.2. Case studies in different branches

- Clothing
- Finance
- Retail
- Insurance
- Pharma



Partners



Market Orientation

The job-market in Switzerland is characterized by specific legal regulations. As experts in this area, we have decided to specialize in this particular field where we offer our services. The rate and speed of placement combined with our professional network have proven this to be a good decision.

„We provide the best service to our customers in order to enable them to find their professional and personal path towards a positive and promising future. “

Contact

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