



PROFESSIONAL SUPPORT FOR ALL INVOLVED

Support for Termination



for work and life

Our Services



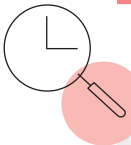
MANAGER CONSULTATIONS FOR SUPERIORS AND HR

- Counselling on psychosocial issues during redundancy phase
- Preparation, reflection and debriefing of termination interviews



PSYCHOSOCIAL COUNSELLING

- Support for employees on-site, immediately following terminations
- Support with emotional processing
- Networking with psychiatric emergency services during crisis situations
- Information on social security services and assistance with registration procedures
- Reorientation through development of new perspectives, including job application preparation
- On-site support for collective redundancy on request



EARLY DETECTION AND PREVENTION

In order to avoid terminations, Movis offers various services for early detection and prevention:

- Counselling in the event of reduced performance, absences and psychosocial issues
- External point of contact for the protection of personal integrity
- Job coaching to retain staff in the event of limited performance
- Conflict counselling and mediation

Partnership

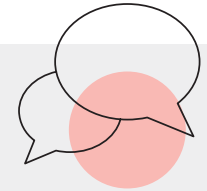


Movis recommends the partner company newplace AG for **competent outplacement as well as newplacement**. They support employees in individual counselling sessions and group trainings, on request, also with an in-house newplace job-centre and job hunting.

YOUR BENEFITS

Acceptance, Image Maintenance and Added Economic Value

- **Fair termination process**
Comprehensible decisions and a fair procedure facilitate emotional processing and increase acceptance among those affected.
- **Loyalty of those remaining**
Reinforcement of the psychological contract and employee's commitment promote motivation.
- **Cost saving**
Preventive measures to avoid dismissals in case of diminished performance and/or motivation.
- **Maintaining the company image internally and externally**
A professional separation process helps to preserve company image.



Any Questions?

We are happy to support you in a professional and fair separation process for the benefit of your company.

Please feel free to contact us for further information:

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Movis promotes the healthy and positive organisation of working and living environments.

Movis is a specialised counselling firm with decades of expertise in occupational health management. With our wide range of services, we support companies, management, HR and employees in the areas of prevention, early detection and integration.



Prevention

Strengthen health through preparedness



Early detection

Identify and avoid psychosocial risks, activate resources



Integration

Early intervention, avoid disability



Termination can be a stressful situation for all involved.

We actively support superiors, HR and the persons affected during the termination process. As external specialists, we offer a neutral, external perspective. We support management and HR in the preparation and expediting of terminations, as well as the individuals affected in processing it.