

# NAVIGATING TOWARD TOMORROW



USING "HIGH TOUCH" AND HIGH TECHNOLOGY,  
MILLARD HELPS ORGANIZATIONS AND THEIR EMPLOYEES  
SUCCESSFULLY NEGOTIATE THE WINDS OF CHANGE.

## WHAT CAN YOU DO FOR AN EMPLOYEE WHO'S IN THE WRONG PLACE AT THE WRONG TIME?



QUITE A BIT, ACTUALLY.

All employees know they can no longer count on the job tenure they enjoyed in the past. While termination may be linked to performance, positions most often disappear in downsizings or mergers or acquisitions, or in the turmoil and upheaval competitive stresses can cause. Sometimes jobs are combined with other jobs. Sometimes they simply change around the employees who hold them.

Those employees were once real assets, and they will be again—somewhere else. Today, many employers take the extra step to help them find new opportunities through career transition management.

And it works both ways. When you help an employee, you help yourself—in terms of severance costs, employee morale and community image. And there's a less obvious benefit: A process like downsizing can diminish morale and make the remaining workforce insecure, unproductive, and more likely to seek employment elsewhere. Companies even report that workers out on disability who would normally return to work may decide to

remain at home and “see what happens.”

We know how to mitigate those negative forces.

More importantly, we can help you create a climate in which your organization can continue to thrive.

At Millard, we've spent more than a decade helping employees through the difficult changes that begin when their jobs end. We help them find optimism, courage, self-confidence—and new positions at all organizational levels.

No matter what level of intervention you require, you can count on one thing: *Millard will provide the highest quality.*



“OUR HIGHLY PERSONAL ‘HIGH TOUCH’ APPROACH TRANSCENDS ALL LEVELS, HIGH AND LOW. IT’S A STATE OF MIND, NOT BUDGET. WE DO WHAT WE SHOULD DO, WHETHER FOR A SENIOR EXECUTIVE OR A SECRETARY.”

—DICK HARTZEL  
*Principal*

