TITAN GROUP LLC

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Employee Training and Leadership Development

Titan Career Transition Services

We realize that these may be tough times for many of our clients. Our senior consultants have over 85 years of collective experience helping organizations with downsizing efforts and are ready and able to help you overcome the challenges, and provide you with solutions to effectively navigate through each phase of organizational change. Titan Group offers an array of career transition services from assisting you with your downsizing planning efforts, conducting employee notification meetings and ensuring the affected employees are prepared to "begin again" through career transition workshops and/or one-one-one coaching. We also offer insight and planning of your post-downsizing messaging. Each of these services can be engaged collectively or "ala carte". Each service is delivered with a high degree of expertise as well as with a great degree of care, compassion, and confidentiality.

Downsizing Strategic Planning

We will walk along side your decision-making team providing expertise during the pre-planning of your downsizing. There are so many details to cover from developing legally sound decision making criteria, creating fair and legal severance packages to customized management training of delivering the difficult news pre- and post-notification.

Management Notification Training and Post Event Communication

It is critical to prepare your managers to deliver the message of downsizing to the affected individuals. Titan's expertise in developing leaders for this organizational change can help equip each manager to deliver difficult messages to both the affected employees and those employees who remain. We can help you with these critical pre and post event stages.

Outplacement Services

Our career transition workshops can be customized to the unique needs of your organization and for all levels of employees who are affected. This includes offsite career transition workshops for groups and one-on-one coaching. These services include debriefing the emotional impact of the job loss to helping employees begin their job search by setting job search goals, resume development, and interview preparation. We can help you with this important post-event stage.