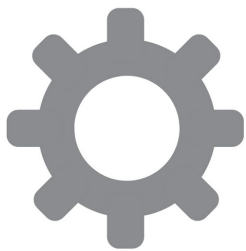


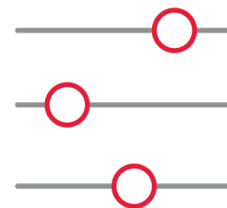
A PADI ASIA PACIFIC CASE STUDY

TRADITIONAL OUTPLACEMENT SERVICES DIDN'T OFFER THE SCOPE OF SUPPORT REQUIRED FOR EXITING STAFF DURING THE PANDEMIC

KEY RESULTS



Employee satisfaction increased by 30% after completing the program



The mme formula was utilised to present a design-your-own approach to outplacement



Our local market network and employer reach meant 82% of exiting staff were supported back into work within 60 days



PADI was able to tap into our network of professional experts to deliver the right support for the individual

PADI's needs weren't for standard outplacement services as employees elected to remain on Job Keeper. They wanted to support employees in all areas of life that are impacted by a potential job loss.

THE RIGHT OUTPLACEMENT SOLUTION FOR EVERYONE

mme's unique Outplacement service model enabled PADI to show they cared for their employees by offering them access to expertise outside the usual realm of outplacement services. As all employee circumstances are different, mme were able to deliver high impact solutions to each and every one of PADI employees, some of whom would have missed out if it was just an employment driven solution.



CHALLENGE

Padi had seen an extreme global decline in revenue during the pandemic which saw them reducing headcount in Australia by almost 50%. The Job Keeper lifeline meant that PADI could offer a choice of a redundancy now, or potentially later in the year. They wanted to support all employees with advice and information to assist with future employment planning as well as the financial, psychological and physical impact of the pandemic and potential future job loss.



SOLUTION

Having worked with Padi on Outplacement previously, mme were able to showcase the new modular outplacement service which was ideal for the scenario. With a focus on what the employee needs were, rather than just standard career advice and CV writing, the employee could select the options that were most relevant to their needs and situation.



RESULTS

The implementation of mme's unique modular service strategy meant that there was local support for the job seeker. Many employees elected to use the financial advice and wellbeing support because they remained employed.

CRITICAL SUCCESS FACTORS

- Network of expert partners providing varied support services meant that employees could design their own solution with 95% selecting non-traditional services.
- mme's local employer network meant that exiting employees could immediately access new employment opportunities.
- mme's onsite counseling service supported managers and exiting employees emotionally and practicably.
- Remaining employees were given a strong message of their colleague's value to the PADI business and productivity increased by over 30%.
- Employer brand reputation was retained and boosted with 100% of exiting employees reporting a positive redundancy experience.



7 out of 10 participants selected non-traditional services such as wellbeing and financial advice



Exiting employees designed their own solution, achieving high impact with 95% reporting a positive outcome.

To discuss how the mme team can ensure positive redundancies outcomes, please contact us on:

☎ 02 9451 0222

✉ info@mitchellmorley.com.au



mme understands PADI, our business and culture. We value their insight, knowledge and advice. We have complete trust in the care they take supporting our exiting employees. We know our exiting employees are in safe hands to find the best possible employment locally and will receive great outcomes through mme's partner networks.

— Alison Vasek, HR Manager