The *Pond* is Better than the *Plate*

Keep your outbound employees in the swim with a smart balance of severance and GetFive Career Sustainability™

Why the short-term fix of severance doesn't do enough to protect your employees or your employment brand.

You've heard it a million times: give a person a fish and they eat for a day, teach a person to fish and they eat for life. Well, that's the perfect metaphor for severance. You want to do what's right for your outgoing employees, so you give them a couple weeks of fish, or three or four or more. It's good, it's far better than nothing — but when the fish run out, they are right back down to the bone.

You can do better for them — at the same time you do better for your company. You can give them the time to find their next position and the skills and confidence to master every job transition they will face in the future. You can protect and enhance your company's employment brand, boost morale, reduce litigation risk and, most importantly, do the very best thing for your people. How? Find the balance between fish and fishing lessons.

GetFive Career Sustainability™ training builds confidence and long-term skills that last far beyond the current transition.

Now, when you look at your severance benefits, it's time to tip the scales (yes, that's a fish joke.) Setting aside a couple weeks of salary equivalent and offering your outbound employees our unique, proven and effective career sustainability services will give them the tools, resources, skills and confidence they need to thrive not only during this transition but throughout their careers.

It's better than severance alone. It's better than outplacement alone. It's even better than better — it's the best thing you can do for your people and the employment reputation and health of your company. It's fish and fishing lessons, as they say. And we've been at this for three decades now, for more than 500 organizations, so we know a lot about the water. Contact us at GetFive—we'll prove this is no fish story.

Darren S. Kimball, CEO

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