



CASE STUDY



SUPERHEROES OF OUTPLACEMENT

Founded by a 30-year veteran of the financial services and recruitment industries, we deliver talent management, career management, and succession planning services to our clients and candidates. From the heart of the Midwest, our passion is to make you better in every aspect of talent management, from social media to succession. Our focus on the candidate is about career management, and long-term success. Our dedicated search teams are committed to the highest standards of excellence.

CHALLENGES

When any local community-based company like a community bank merges into another bank, there is going to be a RIF (reduction in force). This RIF is what drives some of the value proposition of a merger. Our client was merged into another out of state Bank which resulted in a nearly 40% workforce reduction in a small town.

SOLUTIONS

The Bank prioritized supporting affected employees and the local community. By actively addressing employee needs and collaborating with community partners, the Bank worked with Rhonemus Group to demonstrate their commitment to corporate responsibility amidst mergers and acquisitions.

RESULTS

The outplacement efforts produced successful outcomes for the Bank, their employees, and the community. As a result, we successfully placed 22 individuals as well as a team lift-out of the mortgage team, with seven additional people added to the team. The remaining employees were assisted with in-person candidate evaluations and a social media program to help find meaningful employment. Effective outplacement is essential for ensuring smooth transitions during mergers, which can be handled with ease with effective talent management strategies in place.

Our search process is not about who is in our database; it's an active process to contact highly qualified top talent with the skills you are looking for in your market. This process starts with a significant investment in research, and once completed a strategic calling plan is implemented with a digital touch strategy to reach the best people in the market.



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