



Workforce Transition & Redundancy Support

Practical support
when work is changing.

Structured, compassionate support helping organisations and employees navigate restructures, redeployment and redundancy with clarity, dignity and forward movement.

How people leave shapes trust in the organisation that remains.

Redundancy creates practical and emotional uncertainty for affected employees, managers and remaining teams. Generic outplacement material rarely meets what people need in the moment.

01 Employees face shock, uncertainty and loss of confidence.

02 Managers must communicate clearly under pressure.

03 People struggle to translate experience into market language.

04 Job-search activity becomes unfocused or overwhelming.

05 Remaining teams may experience anxiety and reduced trust.

DIGNITY & CLARITY

RESTORED AGENCY

PRACTICAL MOVEMENT

Compassion and accountability belong together.

H-Suite does not provide legal advice or replace the organisation’s formal consultation obligations. We support the human and practical transition once the organisational process and responsibilities are clear.

This is the H-Suite philosophy applied when direction changes:



The objective is neither false reassurance nor rushed positivity. It is informed, supported movement towards a credible next step.

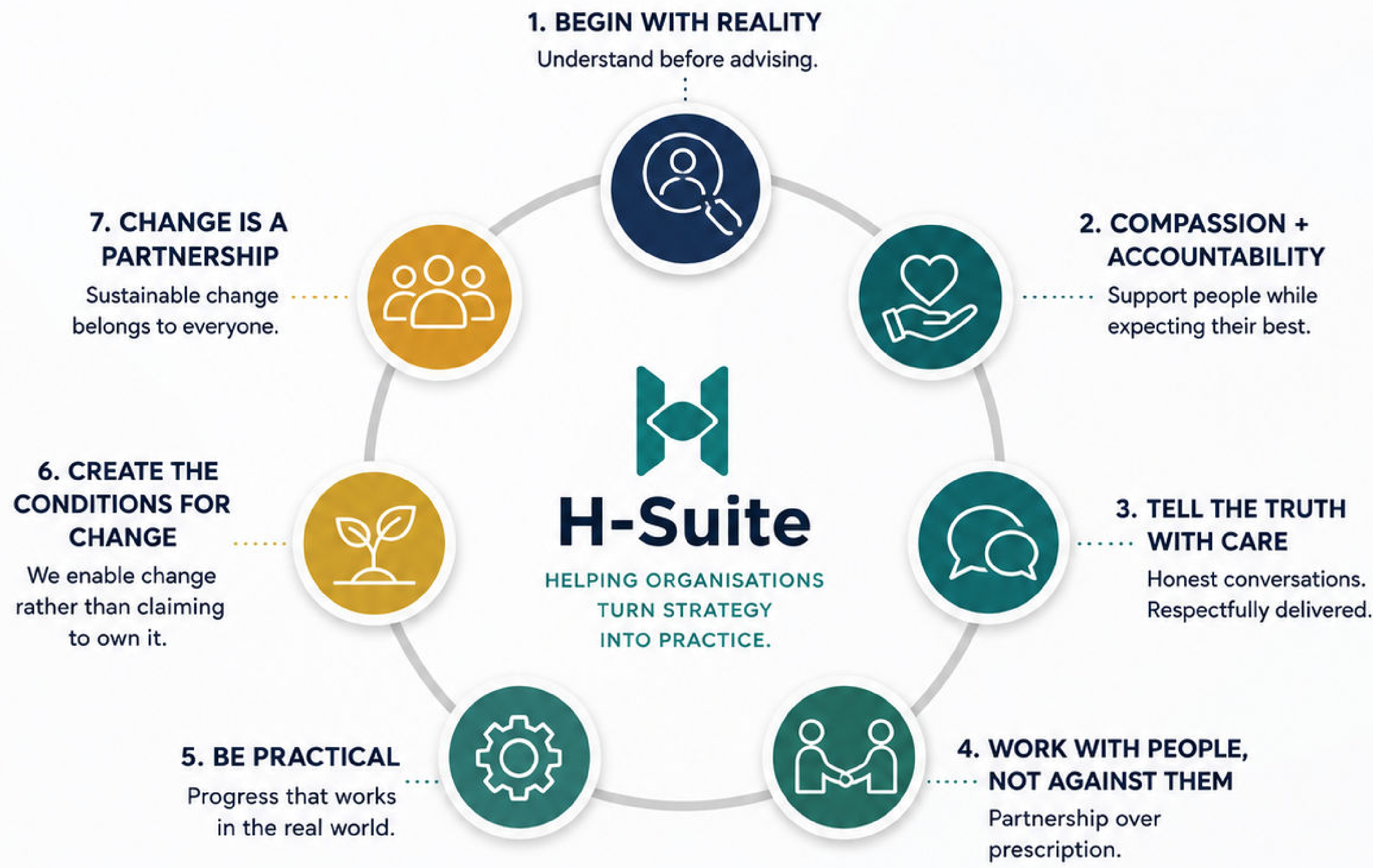
Change is a partnership, not something done to people.

We begin with reality, tell the truth with care and provide practical support. The organisation retains its responsibilities; individuals are helped to restore agency and move forward.

THE H-SUITE WAY

THE PRINCIPLES THAT SHAPE EVERY ENGAGEMENT.

Our philosophy guides how we think, how we work and how we partner with leaders and organisations to create meaningful, lasting change.



DIFFERENT CHALLENGES. ONE CONSISTENT PHILOSOPHY.
HELPING ORGANISATIONS CREATE MEANINGFUL, SUSTAINABLE MOVEMENT.



CLARIFY
DIRECTION



RESTORE
AGENCY



BUILD
CAPABILITY



SUSTAIN
MOVEMENT

Practical content tailored to people, timing and need.

01

TRANSITION

Understanding the change, personal reactions, available support and immediate priorities.

02

DIRECTION

Strengths, transferable experience, career options and a realistic sense of the market.

03

POSITIONING

CVs, LinkedIn profiles, career narratives, networking and market communication.

04

READINESS

Applications, interview preparation, confidence and communicating competitive advantage.

05

MOVEMENT

Focused action planning, accountability, progress review and sustained momentum.

Content can be adapted for affected employees, managers communicating change and remaining teams. Clear referral routes are agreed where needs fall outside career and transition support.

Modular support for organisations and affected employees.

01 ORGANISATIONAL TRANSITION SUPPORT

Leaders, managers and teams needing clarity before, during and after workforce change.
Change communication, manager briefings and support for affected and remaining employees.

OUTPUT Clearer communication and more responsible transition support.

02 CAREER READINESS PROGRAMME

Employees requiring deeper preparation for the market.
CV, LinkedIn, networking, applications and interview practice.

OUTPUT Stronger confidence and credible market materials.

03 INDIVIDUAL TRANSITION COACHING

People needing focused one-to-one support and accountability.
A tailored coaching journey agreed around individual circumstances, goals and organisational provision.

OUTPUT Clear direction, decisions and sustained action.

Each route is modular. Content, duration and level of individual support are agreed around workforce needs, timing and the organisation’s wider transition provision.

Returning support for a travel-insurance workforce transition.

NIB • A RETURNING CLIENT

H-Suite previously supported NIB employees following redundancy and is now returning to support a further transition. Staff were helped to process the change, identify transferable strengths and reposition themselves for different roles and sectors.

CHANGE SUPPORT • CAREER PIVOTS • RETURN WORK

WHY IT MATTERED

The organisation wanted people to receive more than generic outplacement information. Support combined empathy with practical work on direction, market positioning, confidence and action—while remaining clearly separate from consultation, legal advice and specialist wellbeing support.

HUMAN • PRACTICAL • RESPONSIBLE

The returning engagement is meaningful evidence: NIB saw value in helping employees regain agency and move towards credible next roles, and has chosen to provide that support again.

Practical career and transition support, guided by the H-Suite Way.

Ciarán Hourican

Managing Director • Career & Transition Coach • Facilitator

Ciarán supports people to navigate career change with greater clarity, confidence and personal agency. His approach combines empathy and careful listening with practical work on strengths, direction, market positioning and purposeful action.

THE NEXT STEP

Begin by understanding the people, timing and transition context.

We clarify what the organisation is providing, what affected employees need and where responsibilities sit—then design proportionate support with clear boundaries and practical outcomes.

CAREER DIRECTION

MARKET READINESS

TRANSITION SUPPORT

- Clarify Direction
- Restore Agency
- Build Capability
- Sustain Movement