

We advise you with structure - after your termination



For a trusting cooperation, it is crucial that you always feel informed and met. You want to know what steps are coming up next, when you should deliver something and when we will get back to you.

At the same time, every case is different - especially with highly paid executives like you. A „one-size-fits-all“ approach would not do justice to your case either. That's why our structure is not too small-scale.

In our experience, the following 10 steps have proven to be effective in reaching a settlement agreement:

1. The initial contact



You can contact us at any time without any further obligation. Costs will only be triggered after prior notice. We prefer to be contacted by e-mail, providing your full contact details. Alternatively, you can book an appointment online right away.

As we proceed, please carefully complete our client questionnaire to effectively prepare for the initial meeting.

In view of our office procedures, we cannot accept inquiries in which the notice of termination was delivered more than 15 days ago. In this case, however, you may still be able to „save something“ yourself by filing an action for protection against dismissal free of charge with the legal application office of the competent labor court. Please observe the 21-days deadline in any case.

2. The initial meeting



The initial meeting with us regularly takes place within 2 working days after your first contact. We talk roughly about your case for about 45 minutes, about your goals and how we can achieve them. Also we talk about the further costs.

The initial meeting always takes place virtually via MS Teams. We charge the statutory fixed price of EUR 220,- gross for this. In case of a mandate, the price will be charged.

3. The mandate



Following the initial meeting, you will receive the mandate agreement from us. You can carefully review this and decide whether you want to work with us. The mandate does not begin until it has been signed by both parties.

4. The personal guide



We have prepared a 30-page guide for our clients that will guide you through the proceedings against unfair dismissal in a practical manner and in simple language. This guide is of course already included in the price for you.

For example, we discuss tactical issues and give tips on how to prepare for court hearings. We talk about your non-legal strengths and weaknesses. Above all, we explain in detail which (monetary) components are to be settled in a settlement with your employer and which settlement is realistic.

We want you to understand the background of why we are doing or suggesting something.



5. The action against unfair dismissal

You will receive the draft of the action against unfair dismissal in good time, which we will submit to the court in due time after your approval.



6. The strategy talk

The strategy talk takes place regularly within the first two weeks after the mandate.

You need to let the new situation „I have been terminated“ sink in first in order to make meaningful decisions. Once you are ready, we take the time to determine your goals. Are you concerned with maximizing profit at all costs, or do you want a quick resolution? How conflict-affine are you?

The strategy talk lasts up to 60 to 90 minutes and generally takes place virtually via MS Teams.



7. The „dream settlement agreement“

No one can negotiate meaningfully if they don't know what their goal is and what their levers are.

Based on the findings of the strategy talk, we therefore submit a proposal for a “dream settlement agreement” - in other words, the settlement we would reach if it were only up to us. Even if we know that we will not „get through“ all the demands, it is still important to have a target for the negotiation.

You will usually receive the desired comparison within one week after the strategy talk.



8. [Optional: Contacting the other party]

In many cases, it is a good idea to talk to the other side before the conciliation hearing. We discuss the pros and cons in the strategy meeting.



9. The follow-ups

Of course, you can contact us at any time. Conversely, we will also keep you informed at short notice if something important happens.

Regardless, we always note a resubmission of two weeks to contact you by email. This helps so that the procedure is not „forgotten“.



10. The court prep

The thought of a court date makes most people uncomfortable. We want to prepare you as well as possible. So, in good time before the conciliation hearing, we will talk about the current status of the negotiations, whether you will be accompanying us and whether there is any other news.

The court prep lasts approx. 60 minutes and takes place virtually via MS Teams approx. 3 to 7 days before the conciliation hearing.