

We advise you with structure - with your termination agreement



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 7 steps have proven effective:



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.



2. The initial meeting

The initial meeting with us regularly takes place within 2 working days after your request.

We talk for about 45 minutes about your case, your goals and how we can achieve them. We determine whether we should act externally or you negotiate yourself. We also 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 lead you through the negotiation of your termination agreement in a practical manner and in simple language. This guide is of course already included in the price for you.

We discuss, for example, tactical issues and your non-legal strengths and weaknesses. Above all, however, we explain in detail which (monetary) components are to be regulated in a termination agreement with your employer and which severance payment is realistic.

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



5. The strategy talk

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

You need to let the new „I'm supposed to go“ situation sink in first so you can 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 solution? How conflict-affine are you?

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



6. Alt 1: The „dream termination agreement“

In case your employer has not yet submitted anything concrete to you.

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 „dream termination agreement“- in other words, the termination agreement 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 3 days after the strategy talk.



6. Alt 2: We comment

In case your employer has already submitted something concrete to you.

We comment on your employer's draft, evaluate it economically, point out legal weaknesses. We show whether the draft meets market standards or deviates.

You will usually receive our comments within 3 days of sending it.



7. The negotiation

We decide whether you will conduct the interview with your employer or we will. Then we conduct the actual negotiation (if necessary in the background).