

Career Transition

Career Transition is a personally customised and outcome driven executive coaching program designed to support both organizations and individuals through the employee separation process.

Career Transition has been developed not only to assist executives navigate their departure but to do so expediently and with relevant advice, structured support dignity and respect. The program offers individuals:

- Immediate support; agreement to and execution of a transition program that promotes career ownership and most importantly delivers required outcomes
- Understanding of core areas of competence and motivation
- Application of skill set in today's market place

Full Program Suite

Identify key personality and career objectives in order to transition your career, including:

- Personal reflections
- Work life balance review
- Healthcheck of your current career
- Identification of values, needs and Interests
- Identification of your likes and dislikes
- Identification of your communication preferences
- What business is your career actually in
- Career explorations
- Building professional networks
- Personal considerations

Accelerated Search Program

Many senior professionals have already completed numerous works to identify key personality traits and communication styles.

Our Accelerated Search Program compliments this work by assisting you to develop a tailored "marketing plan" which includes:

- Positioning statements
- Network assessment
- Industry identification
- Employer identification

Individual circumstances determine the length of each program and as such, Career Transition programs can vary between 6 and 12 months.

Best results are achieved through one on one coaching, which is conducted in a highly confidential manner and is complimented with additional professional expertise relevant to each individual's circumstance.

“ We actively sponsor and support your “go-to-market” strategy ”

Benefits to employers

- Mitigation of business risk with thorough planning and consideration of all legal and ethical responsibilities
- Assistance to manage and implement difficult and complex employee separations that demonstrate meaningful support to key individuals
- Minimisation of negative impact on morale and productivity amongst remaining employees
- Support for business continuity through the effective management of one up and one down relationships

Benefits to participants

- Provides responsible advice on areas of sensitivity or complexity around separation, with a focus on the benefit of moving forward
- Identifies personal and professional needs as well as any challenges and initial career path preferences
- Thoroughly assesses and expands on preferred options and ensures that all other related avenues are tabled for exploration
- Establishes tiers of career priorities as well as suitable interim options if a prolonged transition timeline is expected

Typical Program Process and Program Fees

Program Consultation

- Initial discovery of business critical issues with HR and line executive
- Individual needs analysis and a reconciliation to the businesses perspective
- Identification and agreement on the outcomes to be achieved during the program and the delivery structure

Core Components

- Review of the individuals work life balance; personal preferences and understanding of how they relate to their professional profile
- Identification of any professional development needs over and above fundamental transition skills such as managing interviews, positioning statements and networking
- Exploration of future career preferences, transition readiness and 'go to market' strategies
- Professional Network plan

Optional components

- Psychometric profiling
- Transition support

Transition Programs

Accelerated Search Program

2 months