

Career Transition for Executives



Special approaches to meet
the particular issues important
to Executives when changing
circumstances result in job loss

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Career transition

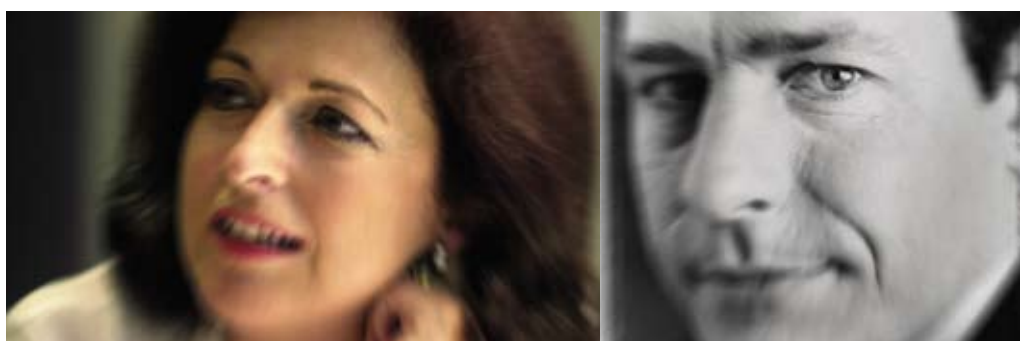
Outplacement or Career Transition services facilitate a terminated executive's search for a new role by provision of professional help, paid for by the former employer.

However for most executives the requirements of an outplacement provider are different and specialised.

What makes executive job change different?

Executives are competing in a very small market for senior roles where often there are many candidates. It is our job to give each client a competitive edge in the marketplace.

A career transition program gives executives a skilled, personal Career Transition specialist who works with them objectively and rigorously through every step of the process. This CT consultant acts as a sounding board and advisor throughout the journey offering reassurance and positive reinforcement. The CT consultant never loses sight of the end goal and is highly experienced in job search strategy at an executive level. The consultant helps the executive develop approaches that will serve them well, not just in the immediate need for employment, but for the rest of their lives.



What are the sorts of issues that confront an executive?

The majority of executives who are released need emotional support. It is crucial for them to have a confidant with whom they can share the load. The individual may have an initial acceptance of their new state. However, in very few career transition journeys does everything run according to plan. The Donington Career Transition consultant has the skills and perspective to work with the executive through negative times and help get them back into a positive and productive situation.

Some individuals are ready straight away to start to seek a new job and can use their career transition support with clinical precision, making full use of the resource. Others may be so traumatised by the experience it can take a couple of months before they are ready. The drive to send out as many CVs as possible often needs to be managed. There is only one chance to make a first impression and sometimes executives need a bit more work than they perceive to get them into the market and to create the professional and positive impression they require for success.

Common barriers to successful outcomes are usually self-imposed, such as ill-feelings, ego and bridge burning. To protect the ego some executives can take less than the ideal role. It is the Career Transition consultant's skill that helps them adapt to their new situation and keep on track. We call it tough love.

The role of the Career Transition consultancy

The single most important factor to a successful career transition is the quality and match of the consultant. A mismatch can be disastrous. At Donington we are very careful to match the cognitive ability of the Career Transition consultant to the cognitive ability of the client.

In employment, an executive has a support infrastructure in place, from personal assistance through to access to the latest technology. Our facilities replace all that is taken for granted and provide an office environment that plays an important part in the social and professional wellbeing of the outplaced executive .



The time and commitment to the successful next career step

We generally recommend either a 9 month, a 12 month or open ended program for executives as it will typically take a lot longer to find the 'right' employment than for a middle manager. In most cases the same time frame applies in a good or tight market. Open-ended programs provide continued support in the event that the new role doesn't work out.

The Donington Difference for executives

Work done with executives is very different to the work done with more junior staff and requires a specialised approach. Executives appreciate the confidentiality, knowing that they will not be placed in a compromising situation should they be working through their program and perhaps run into the people who may have previously reported to them. They also feel that they are being treated specially, which they are. They expect and get a sophisticated and professional service commensurate with their level of operation.

Donington is focused on the quality of career transition outcomes. **The Donington Difference is that we work from the heart not just the head.** This is vital in working successfully with senior people.

Real life case studies

- This Australasian executive of an international organisation was retrenched with no reason given and no career transition support, simply a contract payout. After going into the market with inadequate preparation, the executive eventually dismissed a re-employment option and took a significant financial interest in a business along with the position of CEO. The business has grown dramatically and is now very successful. However 18 months later, this individual has not overcome his 'unjustified dismissal'. This has had a serious impact on his family, requiring psychological counselling. Addressing the adaptive issues at the beginning of a career transition is absolutely critical.
- In a large-scale merger of two previous competitors, a number of executive roles were consolidated. The careful and caring management of the process and the provision of appropriate career transition support had a significant positive effect on overachieving the projections from the merger. And those who left remain strong advocates for their old company (in a couple of instances now working in executive roles for customers!).
- A major international company believed departing staff didn't need outplacement support because it assumed individuals to be perfectly capable of finding a new job. Some months later they asked Donington to help an executive they had released who was out in the marketplace, but not presenting himself at all well. In the process the company's reputation as an employer of choice was being significantly damaged.
- Two executives were released from an organisation but with no support. Two months later, one executive found his way to us, the day after his colleague tragically committed suicide. The executive started on his executive program, knowing that he needed support and assistance to address both the emotional and technical work. The OP/CT concept was new to him, but he now vows that in any organisation he works in the future, everyone who leaves will be offered career transition programs.

Who is Donington and how can we work with your organisation?

The Donington Group is a specialist in career management and outplacement. We have offices in every state of Australia and in New Zealand and through our international partners, offer services across the world.

Every Donington office offers the benefits of our highly experienced senior consultants, local market knowledge and the highest professional standards, technology and expertise to provide the best outcomes for the individual Executive (our clients) and customer organisations.

We have a personal commitment to look after your people better and our best advertisements are the people that we work with during a transition period in their careers.

We aim to develop enduring relationships with both our clients and our customers that are based on delivering successful outcomes.

DONINGTON
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