

Capability Summary

WHO we are

Donington is an Australian owned specialist career management, career transition and outplacement services business, with 19 fully resourced offices throughout Australia, New Zealand, and Asia, and comprehensive global reach through our partnership with Career Net International. Our people across the globe are amongst the most experienced in the career transition field.

We are passionate about supporting organisational outcomes and focus on enabling individual candidate 'career success'.

Donington works at all organisation levels and across all industry sectors. We provide the facilitation of career management, career transition and outplacement to Boards, CEOs, Executive Management and the leadership and teams of individuals and groups who are part of our client organisations. We have extensive experience in the co-ordination and management of large and small scale organisation restructures – multi-site; complex/one-off; close-downs; re-engineering; re-location; down-sizing; merger and integration.

Our capacity, depth of resources, skills/knowledge base and process combine to provide you with a responsive, flexible, appropriate and timely service.

OUR vision

Our vision is driven by the 'Donington Difference', our passionate commitment to the engagement of the total person in the work of career management, development and transition. We call this 'working from the heart'. It is this development of a comprehensive view of future individual career direction that enables successful career transition or progression.

Donington is underpinned by a strong set of 'values' that provide the ethos for the development of our relationships with our clients, individuals on our programs and internally within the organisation.

WHAT we will deliver

In response to our organisation clients' requirements, our goal is to exceed cost/benefit expectations with respect to their goals.

We adopt a flexible, innovative and customized approach to designing solutions to meet your and your people's needs.

HOW we deliver

Donington takes a "total systems/process" view of cost effectiveness and uses contemporary best practice approaches. We collaborate with you to align your business objectives, strategies and results so as to reduce total system cost while maintaining high performance outcomes.

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WHY Donington?

You can be confident that your operational requirements at all levels and in all locations will be met through Donington capability, capacity and competitive advantage as a reliable, efficient and effective supplier.

All of this is provided with performance levels incorporating responsiveness, flexibility, efficient systems and processes, cost effectiveness and trust.

The Group has been highly successful in assisting organisations through restructuring, merger and closedown activity, and delivering positive outcomes for individuals whose roles have consequently been affected.

Adaptive and Technical Work

Donington takes an holistic approach to career transition and outplacement. As a leading provider in this field, Donington brings to our clients the '**Donington Difference**' and our significant expertise to deliver the two main components of an holistic career transition and outplacement program – the *adaptive* and *technical* work necessary for a positive outcome:

- *The adaptive work is critical when a person's deeply held values, beliefs or behaviours are threatened, which is the case in a situation of transition or job loss. This work involves the behavioural adjustment that an individual has to make to their changed circumstances in order to move forward positively.*
- The **technical** career transition work each individual needs to engage in is supported by Donington's extensive and proprietary career transition materials.

This is where Donington excels and delivers real success.

Our Consultants differentiate between the technical work of outplacement and the '*adaptive work* that a person needs to do in transition. This is relevant irrespective of whether a person is a senior executive or an operations or shop floor associate. The technical work comprises the likes of resume preparation, interview skills, etc, and is well catered for by a number of outplacement providers. *The adaptive work is needed to adjust to the new reality for the individual and is in our opinion, in danger of being underdone as Career Transition and Outplacement becomes commoditised.*

The technical work is necessary, but it is not sufficient. ***It is the adaptive work that is usually the determinant of a successful career transition.***

OUR Team

The Donington Team includes many of Australasia's leading specialists in the industry: they understand the marketplace and have the experience.

Donington employs Career Transition Consultants, Psychologists and Coaches who have been successful business people in their own right. Our business prides itself on the continual learning and development of skills sets of our Consultants in relation to all aspects of Career Management Career Transition, Coaching and Outplacement.

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Donington management nominates selected senior consultants in each territory to undergo accreditation in Donington Train the Trainer programs to provide initial training for consultants.

Additionally, accreditation is maintained for all Donington consultants through attendance and completion of annual training also conducted through the regular quarterly face to face meetings at corporate head office. Case studies are used to demonstrate Donington's relationship management experience and unique flexibility in customising programs to suit each organisations needs.

Every Donington office utilises all the benefits of senior people, local market knowledge and the highest professional standards, technology and expertise to provide the best outcomes

The solutions created and delivered by Donington are thoroughly grounded in World Best Practice. This is enabled through our working relationships with institutions such as University of Southern California, and global centres of practitioner excellence which include Challenger Gray and Christmas in the USA, the original outplacement company, and CareerNetwork International (CNI), Europe's largest outplacement group.

WHERE we deliver

Donington has the largest footprint in Australia and New Zealand. Donington Australia has fully equipped and resourced offices in Sydney, Newcastle, Canberra, Melbourne, Hobart, Launceston, Adelaide, Perth, Brisbane, and Townsville.

New Zealand offices are in Auckland, Wellington, Christchurch and Dunedin.
For the wider Asia region we have delivery capability in Hong Kong, China, Singapore and Malaysia.

Our international service requirements in Europe and North and South America are delivered through our partnership in the Career Net International (CNI) Group.

Your regional and remote requirements are met through an effective combination of face to face, on-line and other appropriate mechanisms to ensure consistent quality service delivery at all levels and in all locations.

Summary of Donington capability and strengths

- ★ Strong focus on organisational and business outcomes for our Clients;
- ★ Strong project management and problem-solving skills to support our clients' brand and partner in the redundancy management process;
- ★ Significant evidence of responsiveness and flexibility for both the organisation and individual needs, and their changing circumstances;
- ★ Technology delivery platforms to support face-to-face delivery and client reporting and account management requirements;
- ★ Extensive local and regional career transition experience and high level expertise;
- ★ Outstanding ability to develop positive customer relationships;
- ★ Capability to engage individuals in, and take responsibility for, their personal transition;
- ★ Quality of accredited consultants and administration team bringing together the best people in the industry;

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- ★ Best practice methodology and continuous improvement to recommend innovative solutions;
- ★ Tracking system to measure needs and attitudes of candidates;
- ★ Delivery approach that considers career as being part of the whole of life satisfaction and not independent of it.

Specifically, the 'Donington Difference' means

- ★ Personalised programs tailored to meet individual needs and delivered one-on-one;
- ★ Consultant capability matched to candidate level;
- ★ The Donington Total Systems® Model to support our clients through change;
- ★ 'Just in time' reporting systems which means that candidate progress is available to our clients at any time;
- ★ Use of powerful technology platforms to augment the delivery of programs by consultants in a one-on-one relationship rather than replace the consultant with a website;
- ★ Technology platforms to simplify exchange of information between our client and Donington.

Our mantra with our partners is that 'we do what we say we do and we do it with passion'. Shell can be confident that you will be partnering with the best in the career transition/outplacement industry.

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