

When upper-level managers and senior executives are displaced by organizational changes — due to market forces, new processes and technologies, or adjustments in business strategy — CAREER TRANSITION can help them move forward in a focused and positive manner, helping them build their personal brand as they take the next step in their career.

CAREER TRANSITION is an individualized and fully customized career management process that helps executives pinpoint their individual preferences, skills, work interests, personal values, and needs in order to establish clear professional goals. It's a *planning* process that focuses on what the executive wants to do. It's also a *strategic* process that prepares each individual to deal with barriers and capitalize on opportunities he/she encounters during the transition process.

PERFORMANCE ADVANTAGE

Offering the CAREER TRANSITION process to departing executives will help your organization:

- **Manage expenses.** Not only does it significantly decrease your own administrative time and costs, budgeting CAREER TRANSITION with other separation allocations allows you to predetermine and control expenses.
- **Maintain morale, productivity, and retention.** By treating displaced executives well, you minimize negative tension among remaining staff members, who, during significant organizational change, must continue to focus on their responsibilities.
- **Reduce risk.** Offering a valuable benefit that helps executives accelerate their job search efforts can diminish their frustration and stress. By implementing a fair and reasonable process, you also help mitigate grievances and potential legal action.
- **Enhance your corporate reputation.** The concern you demonstrate for transitioning executives creates a positive image and goodwill within your own organization, underscoring your good corporate citizenship within the community you serve.

HOW IT WORKS

CAREER TRANSITION involves both career assessment and career exploration. Each participant is assigned a personal Ph.D. consultant/coach, who will guide the executive through three distinct phases of the CAREER TRANSITION process: Data Gathering; Action Plan Development; and Ongoing Coaching and Follow-Up.

Data Gathering

Data obtained from a full array of assessment instruments — including personality, leadership potential, cognitive abilities, and career interests — is augmented by ideas surfaced during interviews with the executive's personal coach. This data enables the coach to focus on the executive's personal vision and professional objectives, and to identify strengths and developmental areas. Results from these activities are clarified during a one-to-one feedback session between the executive and the coach to set the agenda for moving forward. The coach also supplies a written summary of the findings with recommendations.

Action Plan Development

The executive and coach team up to develop skills, tools, and an action plan that will help build the executive's self-awareness and self-confidence. Together, they work to revise the executive's résumé, prepare for a successful job interview experience, and rehearse a personalized story that defines the executive's value to potential employers. A highlight of this phase provides the executive with an opportunity to enhance leadership and people skills with a small team of peers during a leadership workshop.

Ongoing Coaching and Follow-Up

Coaching is introduced at the very beginning of the CAREER TRANSITION process and continues throughout, providing the responsive, candid, and continuous support of an experienced professional, who becomes a trusted confidant. Timely advice in phone and e-mail consultations is enhanced by 12 monthly



in-person progress reviews in which the executive's Action Plan is steadily refined. With the help of his/her coach, the executive also has the option of recruiting a Personal Board of Directors, who can offer additional advice and support through the transition and into the executive's next career phase.

CAREER TRANSITION is a comprehensive, individualized process, that helps displaced executives address personal challenges; foster self-confidence; and create realistic goals that lead to personal growth and achieve professional success.

To discuss CAREER TRANSITION with one of our Performance Consultants, call Psychological Associates.

Lead sooner. Succeed faster.

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