



Outplacement for senior executives

Helping you to move on
quickly and confidently

“

A better job on more money. I'm delighted with the service Connor provided.”

Head of legal services, law firm



Hello

Welcome to Connor - the outplacement experts. We have been providing practical outplacement advice and support to senior executives just like you for over 25 years.

It is my pleasure to introduce our service to you as I am extremely proud to lead and manage a practice that wants to make a positive difference to each and every person we partner with. By the time you have finished reading this brochure I hope you will understand how we can help you personally.

At Connor we do things differently. While other providers typically offer a time bound service, we take a fundamentally different approach. We work with you for as long as it takes to find the right opportunity for you. This means there are no time limits and no set number of meetings. We are there shoulder to shoulder with you throughout our journey together.

Our executive outplacement service is completely bespoke and built around your specific, unique needs. Whether you are looking to pursue a corporate career, set up in business, establish a portfolio career or not sure what to do next, we have the expertise to make a real difference. We will match you to a peer level consultant who has the right experience, style and approach that suits you, we do not leave these things to chance.

We look forward to showing you first-hand what we can do and together we will secure the right opportunity for you.

Sue Foxley
Head of outplacement

Six ways we are different

“

In my opinion, Connor is the best outplacement supplier in the market and a true partner of our business.”

Vice president HR, Gartner



We work with you for as long as it takes you to find your next opportunity

We give you as much support as you need. There is no limit to the number of meetings and no set time duration, which means that we are there when you need us the most.



We have a flexible, individual approach, giving you a personal service

We recognise that every person is different and will benefit from a service that is built around them. We spend time with you before the service starts to understand you and we tailor our outplacement solution to your individual needs.



We match you with the right consultant

We will peer match you with a relevant consultant who has the right experience and a style and approach that suits you. It is important that you have the right professional and personal chemistry.

We blend coaching with executive outplacement

We are aware that the lines between executive coaching and executive outplacement blur somewhat and senior executives like you want more than just outplacement. They welcome the opportunity to work with a peer level coach and consultant who will finesse their style. Whether that be on communication approach, personal impact or any other area of interest, we will blend elements of coaching with the executive outplacement we provide you.



We take a proactive approach to your search

Networking, referrals and targeted approaches mean that many of our candidates will get an opportunity that isn't advertised externally. These methods give you the opportunities to bypass the competition and increase the likelihood of getting an opportunity that is built around what you can bring to an organisation.



We support you with your new opportunity

Our service includes onboarding, which means we will help you to adapt to and be successful in the first 90 days in your next opportunity. This is particularly helpful for long serving senior executives who are leaving after being part of the same culture for a significant time. It is also useful for individuals who are doing something different such as setting up their own business or taking on their first non executive director role.





“

With Connor's support I was offered a fantastic role with a great financial package. I have the opportunity to do something interesting in a fascinating environment.”

Managing director

How we match you with the right consultant

At Connor we are passionate about getting the right match - to create the perfect partnership between you and your consultant. We achieve this for you by following this process:



Initial conversation

When we have your permission, our client services manager will phone you to find out more about you. You will be asked about your current role, background and career objectives plus the personality and style of consultant that you feel would best suit you.



Consultant matching

Connor has a pool of talented, experienced outplacement consultants based throughout the UK and internationally. Our client services manager will compile a shortlist of suitable consultants that best meet your needs.



Selection process

Our client services manager will review the biographies of the peer level consultants who most closely match your needs. They will then phone you and let you know who is the right consultant with the reason for our selection.



Consultant briefing and initial engagement

Our client services manager will phone your consultant to give them a comprehensive brief about you. Your consultant will phone you to introduce themselves and to arrange a date for the chemistry meeting.



The chemistry meeting

This face to face meeting is crucial. It is an opportunity for you and your consultant to get to know each other and confirm that you are suitably matched.



Follow up

Following the chemistry meeting our client services manager will phone you to get your feedback on the consultant and confirm if you want to work with them.

The chemistry of outplacement is a little bit like dating – we don't always get the match right first time. If you want to consider a different consultant following your chemistry meeting we will immediately put you in contact with an alternative consultant. In over 25 years in business, we haven't got it wrong twice.

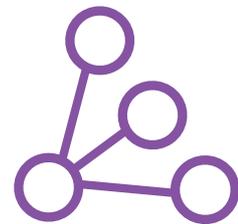


Success

In partnership with your consultant, you are ready to make the right next career move.

The six steps of outplacement

Every individual is different and our service will reflect that – we give you a personal service that is right for you. Broadly speaking, there are six areas where we can add value:



Step 1 – taking stock and getting ready

We work with you to focus on what is the right next opportunity for you rather than the first one that may arise.

You may choose to look for a similar role, a different one or do something else such as start your own business, become a non-executive director, take a career break or plan for retirement.

Don't worry if you are not clear on what to do next, we are here to help you.

Step 2 – going to market

We help to prepare you for the job market – on paper, online and in person. We make sure your LinkedIn profile and other social network profiles present you appropriately.

In our experience, candidates often have different approaches and CVs based on particular targets.

Step 3 – building the pipeline of opportunities

Our consultant will cover all routes to market with you. Emphasis is placed on reaching the hidden job market through networking, referrals and targeted approaches. Many of our candidates get jobs that aren't advertised externally at all.

We also help you to deal with recruitment agencies; search for jobs online and respond to job adverts.



Step 4 – interview preparation

Your consultant will prepare you for any type of interview – telephone, panel, informal or formal.

We have experience of the type of questions asked and the right questions for you to ask. We can coach you on speaking and presentation styles.

Step 5 – negotiation and offers

Your consultant has an impartial view that can help you to negotiate your salary, benefits and contract.

We can help you to reflect whether a job offer is right for you and will meet the needs set out in your initial plan.

Step 6 – onboarding

Your relationship with your consultant continues into the first 90 days in your new role.

We help you to take a proactive approach to your new career – enabling you to own your induction process helping you to perform better, faster.



I couldn't have got this job without Connor's help. I'd recommend you to anybody.

Vice president, engineering company

What your service will include

Indefinite support

You will have a dedicated, experienced, peer level consultant working with you for as long as it takes to find your next role. They will be available whenever you need them and can meet you at a location to suit you. There is no set number of meetings or time duration.

A personal and bespoke service

Many senior executives tell us they get frustrated by a lot of the outplacement service offerings in the market as they feel they are being 'processed'. Our senior executive level service is driven by your needs. Whether you are looking for another similar role, become a non executive director, establish a portfolio career or set up your own company, the service will be tailored to meet your specific goals.

Access to competitive intelligence

Connor will provide you with access to a competitive intelligence database via the online Connor career centre. This contains competitive insight, financial reporting, and news articles, as well as senior executive contacts for every limited company in the country. Get the inside track on companies and see who is already in your network via LinkedIn; giving you an 'unfair advantage' when it comes to targeting potential employers and when conducting due diligence prior to interviews.

Proactive not reactive

Connor will work closely with you to create and drive interest in you, rather than purely reacting to those roles that are already in the public domain. Connor has developed a networking strategy that allows executives to make best use of your network, as well as tapping into over 300 decision makers within our network who we can introduce you to where appropriate.

We also work on a targeted approach, which is in essence a 'reverse headhunt', where we work together to identify and approach potential employers direct. This approach is particularly successful as it cuts out the substantial recruitment agency fee for someone of your level that could well have been an obstacle, it minimises the competition and allows you to demonstrate your competencies in the way you go about securing your next role.

Peer level support

You will be peer matched with one of our consultants who like you has a senior business background. They will be a highly experienced outplacement, executive and career coach. It is vital that the consultant understands your world so they can give you insight as to how to stand out from the competition in securing your next role.

Practical job search materials

Over more than 25 years we have developed a body of practical materials designed to assist in your job search. These include a comprehensive outplacement manual, packed with useful tools and insights, as well as competency based interview questions, proven salary negotiation tactics and psychometric profiling tools.

Onboarding in your new role

Our service includes support during the first 90 days in your new role. We help you to take a proactive approach to your new career – enabling you to own your induction process helping you to perform better, faster. By focusing on topics such as your objectives, how success is measured and understanding the key stakeholders in your new role, we will not only minimise the risk of leaving during your probationary period but also 'fast track' the time it takes for you to be productive in your new role.



The Connor career centre

The online Connor career centre supports the other elements of our outplacement service. It contains thousands of resources produced by professional career coaches and specialists.

It is available for the duration of your job search and helps you to manage your career development.

You can use it to:

- understand your career aspirations, preferences and values
- create the best CV
- prepare for interviews
- do due diligence and comprehensive research on companies and
- search and apply for jobs.

“

Connor offers outplacement on a 'for as long as it takes' basis. Knowing that your help wouldn't end until I found a new role was incredibly reassuring.”

Finance director, chemicals industry

Specific details of the Connor career centre are:

- fast access to millions of jobs across 60 countries and easy to set up job alerts – saving you time
- LinkedIn integration allowing you to see connections in the Connor network who can help with your career development
- a competitive intelligence database giving you insight on all UK PLCs with a turnover of more than £1million
- over 500 short courses, expert videos, tutorials and articles covering all the key aspects of employability and career development
- short assessments and quizzes including motivation, personality and resilience tests – complete with downloadable results – to enhance your self-awareness and emotional intelligence
- hundreds of videos from hiring managers and career coaches providing you with practical tips to help your job search
- a range of careers tools including a CV builder, interview simulator and elevator pitch creator.

It's fair to say the world had changed since I last proactively looked for a job.

Senior executive outplacement for a managing director – a case study

I had made moves through being approached or through company acquisition since 1988. I had developed a career as a strong managing director for an SME and this was the type of role I wanted to find again. But, at 56, I wasn't sure how easy it was going to be. I felt the 'wrong age' – ten years from retirement but perhaps too late in my career to be considered for things I was interested in.

My consultant needed to have experience in the job market and someone who could find me a role with the level of seniority I wanted. As my coach, John added his expertise and experience, bringing anecdotes and valuable advice from his own career. What more could I want?

This was all backed up by the Connor process, which was excellent – particularly their outplacement manual that outlines each step of searching for and securing a new role. John really helped to bring that to life and make it relevant for my search.

Recruitment for managing directors is complex. John's support prepared me for some of the realities of looking for a new job, which were different to my perceptions. Connor's outplacement support helped me to understand today's job market and how to access it.

At times I was worried that I wasn't doing enough to get a new role, and this caused me some anxiety. In my role as managing director, I was devoted to my people and my role, so this made it tough to focus on myself and my next step. John was pleasantly persistent in encouraging me and providing advice, which helped me to move forward.

John always put me at ease, starting our conversations with 'How are you?' or 'What are you up to?' By the end of the meeting, he'd moved on to giving me guidance.

John convinced me that the best way to secure my next role was through my network. He encouraged me to use this route for the type of senior role I was looking for and it was critical to me finding the right one. He insisted that I network with purpose and be clear about my agenda during networking meetings. John reminded me that it's within people's nature to want to help.

With Connor's support I was offered a programme director role with a great financial package. Thank you for all you have done for me during uncertain times.

“

With Connor's support I was offered a fantastic role with a great financial package. I have the opportunity to do something interesting in a fascinating environment.”

Clients

Our recent partners include:

BAA

Blackberry

Cable & Wireless

Cath Kidston

Credit Agricole

De Montfort University

Gartner

Hertz

Honda

House of Fraser

IPC Media

National Housing Federation

Paul Smith

Pret A Manger

Rackspace

Royal Horticultural Society

Sage

Swarovski

Waterstones

Whirlpool

“

Thank you for the passion, commitment and results you've delivered for our senior executives.”

HR director, Parity

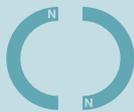


About Connor

Welcome to Connor – the people experts. We have been providing practical advice and support to organisations and individuals for 25 years.

We're flexible, pragmatic and passionate about helping organisations improve performance through their people.

Services



Recruitment

We provide a rigorous recruitment service built around your needs.

Our refreshingly different search services help you to find the right candidates – saving you time and money.



Talent & organisation development

We consult with, develop and coach organisations – enabling your people, managers and leaders to be better.

We define what performance issues you may have, design a programme of activity that addresses this and then deliver it for you, giving you the outcomes you want.



Outplacement

We support and assist people who are leaving an organisation – voluntarily or involuntarily – to move on quickly and confidently. Our service is built around the needs of the individual and lasts for as long as it takes them to find their next role.

We help preserve employer reputation and boost the morale of those staying with an organisation.



HR services

Our solutions span the full spectrum from day to day HR support through to complex change projects.

We can support you across the whole employee lifecycle – onboarding; employee relations; policies & procedures; mediation & conflict resolution, disciplinary & grievance; compensation & benefits; performance management and organisation change & restructuring – to name but a few.

Contact us

+44(0)1491 414 010

info@connor.co.uk

connor.co.uk