

Outplacement

“ Connor is **the best** outplacement supplier in the marketplace and a **true partner** of our business. ”

Vice President, HR – Gartner



One on One Outplacement Support Service



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Connor has built a reputation developed over two decades for providing practical job search assistance and career guidance that is proven, industry specific and based on common sense. We are knowledgeable recruiters, as well as hiring managers and know how to help job hunters by sharing insights from both sides of the fence. When married with our extensive industry experience we really know what's what!



Connor will provide your employees with peer level support and assistance to help every step of the way as they seek their next role. We will provide a comprehensive service tailored to their specific needs.

This service will include:

Indefinite Support

Each person will have a dedicated, experienced, peer level consultant working with them for as long as it takes to find their next role. They will be available whenever they are needed and can meet at a location to suit the individual. There are no set number of meetings or time duration!

Peer Level Support

Your people will be peer matched with one

of our Consultants who most closely mirrors the individuals career objectives for their next role. It is vital that this Consultant has an

understanding of the job hunters desired sector, giving them insight as to how to stand out from the crowd in securing their next job.

A Personal and Bespoke Service

The service is driven by the individuals needs and not by a set process.

Eight reasons why we are different:

- ✓ No set number of meetings or time duration
- ✓ Peer level support
- ✓ A personal and bespoke service
- ✓ Proactive, not reactive job searching
- ✓ Results driven and Accountable
- ✓ Fingers on the pulse of the hidden job market
- ✓ Award winning online job search materials
- ✓ Onboarding support in their new role

“ I just wanted to let you know that I have been receiving **fabulous feedback** on the service/support you are providing our people. They really do see it as a **valuable service** to them, they were all bubbling with the various options they could see before them. **Thank you!!!** ”

HR Director, Gartner

Whether they are looking for another similar role, a change of career, or to set up their own company, the service will be tailored to meet their needs.

Complete Access to Competitive Intelligence Databases

Connor will provide access to Alert Data via MyWorkSearch, our award winning online career resource centre. Alert Data is a competitive intelligence database, which contains competitive insight, financial reporting, and news articles, as well as

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

Vice President, Engineering Sector

executive contacts for every limited company in the country. This gives your people 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 individuals to create and drive interest, rather than purely reacting to those roles that are already in the public domain. Connor has developed a networking strategy that allows them to make best use of their network, as well as tapping



into the 300+ decision makers within our network. Our clients also give us their open vacancies so we can match suitable people going through the outplacement service to them. This gives our clients “ free hires” and means that in an increasing number of instances we are able to directly place people within our network. We also work on a targeted approach, which is in essence a ‘reverse headhunt’, where we work with the individual to identify and approach potential employers direct. This approach is particularly successful in the current job market.

“ We have received an **excellent service** from **your business** and **all of your team** we have dealt with which has made it a **pleasure** for us to work together. ”

HR Manager, Energy Services

Results Driven and Accountable

Clients tell us that they appreciate being able to monitor the progress of people going through our Outplacement Service, and seeing what stage of the job search they are at. This enables them to see the difference we are making, to track our performance, and also to celebrate the success back in their business as ex-colleagues find new roles.

“ Connor has at every step of the way provided **constructive** and **tailored advice** which has not only kept me in **good spirits** but directly **led to me signing a job contact** last week. ”

Marketing Professional, Market Research Industry

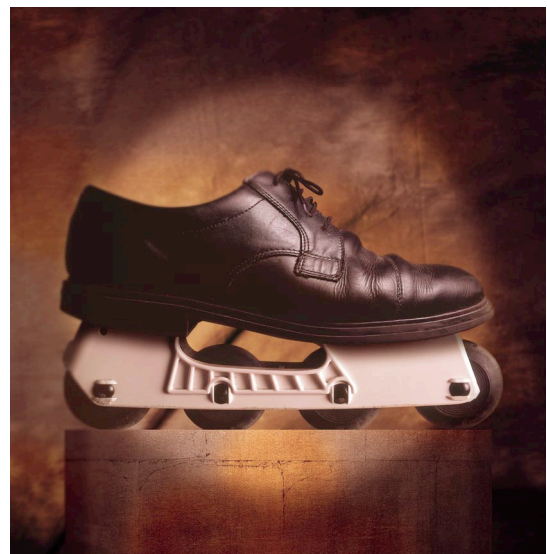
Practical Job Search Materials

Over the last two decades we have developed a body of practical materials designed to assist in their job search. These include a comprehensive, 300 page, full colour,

outplacement manual packed with useful tools and insights, as well as competency based interview questions, proven salary negotiation tactics and psychometric profiling tools.

Onboarding Support

We will work closely with your people to help them to understand and overcome the most common reasons why people leave their new job within the first few months. By focusing on topics such as understanding objectives, how success is measured and understanding the key stakeholders in their new role, we will not only minimise the risk of leaving during their probationary period but also “fast track” the time it takes for individuals to be productive in their new role.



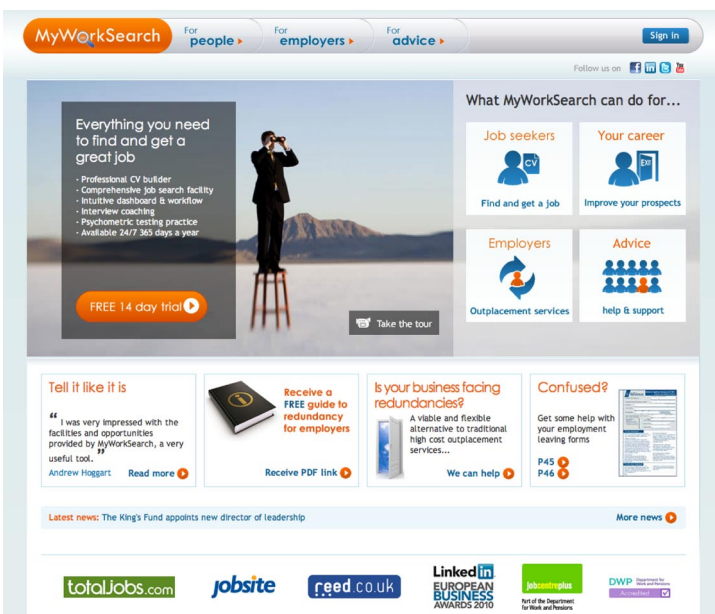
Award Winning On-line Resource Centre

MyWorkSearch is an award winning online career centre that compliments perfectly the other elements of our outplacement service offering by giving you instant access to our extensive Job Search resources from any PC with internet. It is accessible 24 hours a day, which allows the individual to browse and research areas of interest at any time during the outplacement programme.

All our website content is researched and written by professional writers and researchers and is updated daily. The site has won the Best Business Start-up award at the Linked IN European Business Awards Ceremony.

The website includes:

- ✓ Ability to search over 200 job boards simultaneously with one click
- ✓ Over 600,000 LIVE jobs scanned daily
- ✓ Over 7 hours of eLearning videos
- ✓ LIVE Webinars every week
- ✓ Access to a database of 2 million+ UK-wide companies with Alert Data
- ✓ Database of 8,000 recruitment agencies, job boards, newspapers and trade journals
- ✓ Job search e-mail & productivity management tools
- ✓ CV Builder with professional templates
- ✓ eCV tool that publishes CVs online for employers and recruiters to search
- ✓ Activity management that allows you to track your job search progress



“ We chose Connor for two reasons, firstly for their reputation in the market place and secondly for their ability to deliver Pan-European outplacement support in **local languages**. I would recommend Connor to any organisation looking to offer outplacement across a number of countries. ”

Head of HR, Technology Sector

Pan-European Support

Our outplacement services are not exclusive to the UK, we have successfully run outplacement campaigns in the following countries in either English or local language.

Countries include:

- ✓ Germany
- ✓ France
- ✓ Spain
- ✓ Italy
- ✓ Austria
- ✓ Hungary
- ✓ Nordics
- ✓ Belgium
- ✓ Holland
- ✓ Ireland



In summary, we have a proven track record of getting people of all levels into the right job and the right career – fast, whether they wish to pursue a corporate career, set-up their own company, or establish their own business. We have the expertise in these areas which are proven to make a difference.

“ Connor **helped** me to **change direction** in my career. With their help, I was also able to negotiate a **better package** as part of my career change. **Thank you Connor!** ”

Business Development Manager, Germany

About Connor

“ Thank you for the **passion, commitment** and **results** you've given to our senior executives and others too. ”

HR Director, Parity plc

Founded in 1992 and with offices throughout the UK, Connor has gained an enviable reputation thanks to its two decades of experience in delivering personal, results driven outplacement support.

What our clients say about Connor:

- ✓ That we are PASSIONATE about making a difference;
- ✓ That we are highly personable and accessible;
- ✓ That we are able to really connect with individuals at all levels;
- ✓ That we offer practical job hunting tips that work in the “real world”;
- ✓ That we focus on the proactive methods of generating job opportunities rather than merely writing a CV!
- ✓ That we are often able to directly place people into their next role through using our network of industry contacts.



Points of Contact

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Our Clients Include:

