

Outplacement

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

Vice President, HR – Gartner



Senior Executive Outplacement Support Service



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Connor has built a reputation over the last two decades for providing practical job search assistance and career guidance to Senior Executives. Our approach is industry specific, practical and based on common sense. In addition, we are knowledgeable recruiters, as well as hiring managers and know how to help Senior Executives 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 you with high level support and assistance to help you every step of the way as you seek your next role. We will provide for you a comprehensive service tailored to your specific needs.

This 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 are 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 and your needs alone. Whether you are looking for another similar role, a change of career, or to set up your own company, the service will be tailored to meet your specific goals.

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
- ✓ Practical job search materials
- ✓ Finger on the pulse of the hidden job market
- ✓ Onboarding support in your 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

Complete Access to Competitive Intelligence Databases

Connor will provide you with 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 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 Linked In on Alert Data; giving you an ‘unfair advantage’ when it comes to targeting potential employers and when conducting due diligence prior to interviews.

“ A **better job on more money!** I’m really chuffed with the service Connor provided. ”

Head of Legal Services, Legal Industry

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 the 300+ decision makers within our network to whom we can introduce you to personally. 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 together to identify and approach potential employers direct. This approach is particularly successful in the current job market, 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.

“ 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. ”

Vice President, Market Research Industry

Peer Level Support

You will be peer matched with one of our consultants who most closely mirrors your career objectives. It is vital that the consultant understands your world and your space so they can give you insight as to how to stand out from the crowd in securing your next role.

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

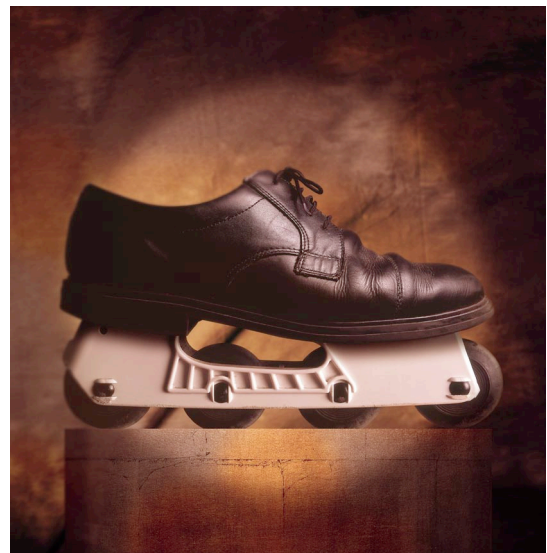
Vice President, Engineering Section

Practical Job Search Materials

Over the last two decades we have developed a body of practical materials designed to assist in your 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 in Your New Role

We will work closely with you 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 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.



Online Award Winning Career 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. Accessible 24 hours a day, which allows you 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 LinkedIn 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 (via 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



“**Connor delivered!** I really valued how much **personal interest** Connor took as well as how **relevant** and **specific** their advice was.”

CFO, Software and Technology Sector

The Senior Executive Recruitment Process

We understand that the recruitment process for Senior Executives often contains many more stages than for more junior roles. We will use all of our experience to help and support you during these extra stages, including help with designing key board presentations and showing you how to handle executive interviews, using advanced interview techniques that will ensure you stand out from the crowd. In addition, we will also provide you with access to our online psychometric profiling tools and give you whatever administration support you need.

Understanding How The Market Buys Executives

The way the market buys Executives has changed substantially over the last few years and we have an intimate knowledge of what you need to do to be successful.



Companies look at buying Executives in a similar way to acquiring another business; of less importance are the CV and “traditional recruitment behaviours” and more importance is placed on creating bespoke, personal value propositions demonstrating how you will provide your next employer with a return on investment and reduce their risk. Your dedicated peer level consultant will work closely with you to define the value proposition and take it to market.

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

The outplacement service between you and Connor is completely confidential.

About Connor

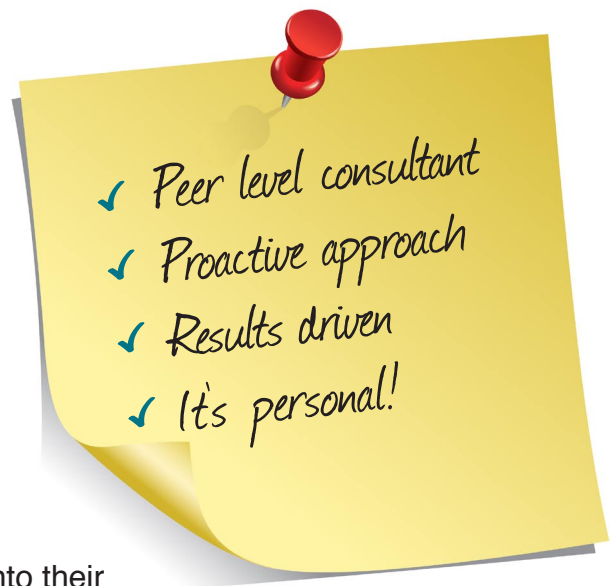
“ Thank you for the **passion, commitment** and **results** you've given to our Senior Executives and others too. ”

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.

Senior Executives who have used our service have said the following 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 Senior Executives and are viewed as peers.
- ✓ That we are able to provide practical job hunting tips that work in the “real world”.
- ✓ That we focus on 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:

