



Career transition support  
Unlimited and tailored just for you

“

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

### What is it?

Career transition support, or outplacement as it is also called, is designed to help you move on in your career, quickly and confidently. We give you your own dedicated career coach who will work with you for as long as it takes to achieve the next step in your career. Plus, there is no charge to you!

### Contact us now.

+44(0)1491 414 010  
welcome@connor.co.uk



## Hello

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

It is my pleasure to introduce our service to you as I am extremely proud to lead a talented team 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 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, or not sure what to do next, we have the expertise to make a real difference. We will match you to a peer level career coach who has the right experience, style and approach that suits you.

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 Career Transition and Outplacement



“

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



### 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.

## Six ways we are different

### We blend coaching with practical job skills and career support

We recognise that the best support combines advice, guidance and practical skills together with a coaching approach to make your support really personal. Whether that be on your confidence, your communication style, personal impact or any other area of interest, we will blend elements of coaching with the 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 employees who are leaving after being part of the same organisation for a significant time. It is also useful for individuals who are doing something different such as setting up their own business or changing careers completely.



## 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.

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

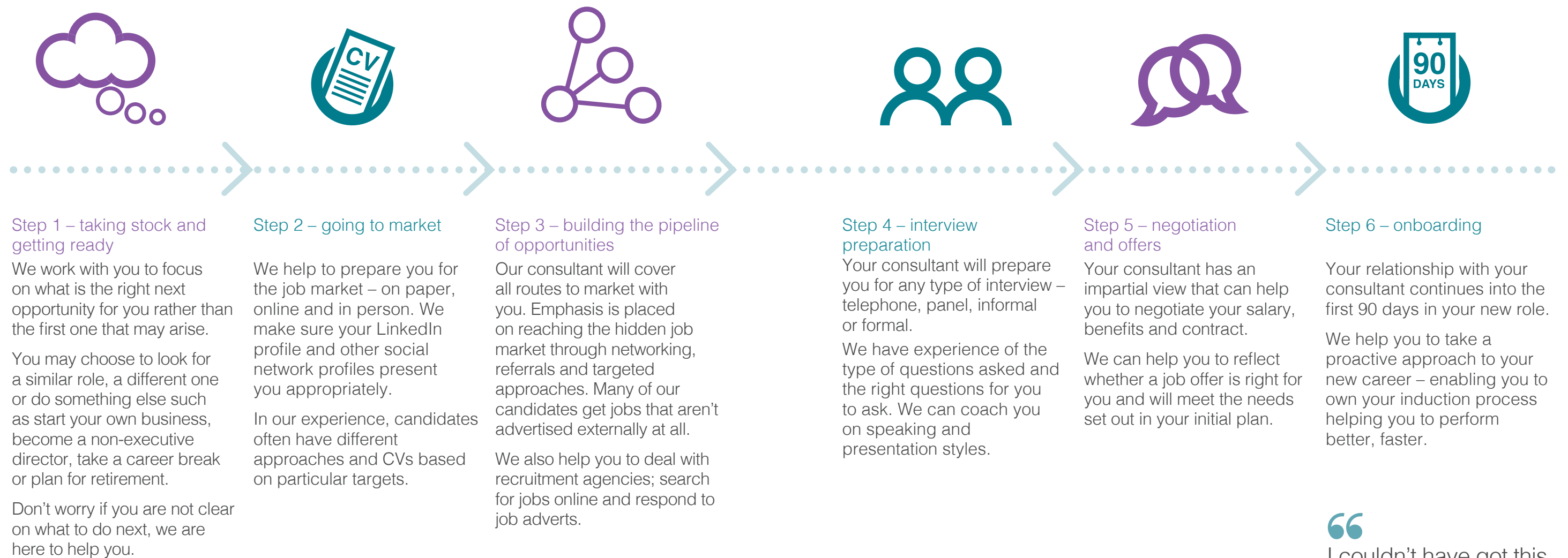
In partnership with your consultant, you are ready to make the right next career move.

“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.”



## 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:





## What your service will include

### Indefinite support local to you

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 people tell us they get frustrated by a lot of the outplacement service offerings in the market as they feel they are being 'processed'. Our service is driven by your needs. Whether you are looking for another similar role, or want to change career, consider retiring or set up your own business, 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 strategy that allows you 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 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 has relevant experience, background and a style to suit you. They will be a highly experienced outplacement 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. This, combined with our 24/7 online Connor career centre means you have all the support you need where and when you need it.

### 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.

### 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.

“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.”

## Your questions answered

### Q When and how can I start my support with Connor?

**A** Get in touch to register for your support as soon as possible and then you can start at a time to suit you, whether that’s immediately or you want to take some time out first. Just make sure you register with us within six months of leaving your organisation and we’ll do the rest.

### Q When does the support end?

**A** We will work with you for as long as it takes to find your next opportunity – there is no set number of meetings or time duration, and you can have as much support as you need to achieve your chosen career goal.

### Q Do I need to visit your offices to access my support?

**A** No, we come to you at a time and location that suits you best. Your dedicated career coach will discuss this with you in your first meeting; we are always local to you.

### Q After I have started the service am I allowed to take a break and recommence at a later date?

**A** Yes, you can. Life circumstances can always change and we work with you to make sure your support fits around anything that might come up. If you want to take a break, your coach will recommence the service at a date that works for you.

### Q Will you support me in the first three months of my new role to help me adjust?

**A** Yes, our service combines BOTH finding you your next role AND providing three months’ on-boarding support to ensure that you are successful in your new role and thriving in the new culture.

### Q I want to set-up my own business – can you help me?

**A** Definitely! We will ensure that we match you with a coach who has experience of setting up and growing businesses. We will ensure that your business idea is supported and nourished into a trading entity.

### Q I want to do something different but don’t know what this is. Can you help me?

**A** We certainly can. Our experienced career coaches can help you identify and find the right career path to suit your needs, and you’ll get the best advice and guidance along the way.

### Q I’m not sure I want another job, so I don’t think this is for me?

**A** Not true! We can help you consider and plan for your future which might include retirement or finding a part time role, you might want to do voluntary work or take a career break. We can help you with impartial, confidential advice and guidance.

“My confidence was low but with your support and flexibility I gained a better job than the first one that came along, thank you for your patience”



## Clients

Our recent partners include:

Alfred Dunhill

AXA

Blackberry

BT

BMW

Dimension Data

Endemol Shine Group

F5 Networks

Gartner

Gazprom

Lindt

Michael Kors

Rackspace

Reckitt Benckiser

Royal Horticultural Society

Sage

SAS Software

Sir Robert McAlpine

The Crown Estate

Whirlpool

“  
Thank you for the  
passion, commitment  
and results you’ve  
delivered for our people”





## Your Connor career support is...



available until you achieve your next opportunity



delivered at a convenient location to you



flexible



designed around you



inclusive of the on-line Connor career centre



inclusive of tools and manuals to upskill your career



how you want it: face to face, as well as email, skype and telephone



delivered via your own dedicated career consultant



friendly, supportive and straight talking

## Contact us now.

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