

A QuickStart into a new role

Working with HR Directors to manage their redundancy programmes, we've developed a quick and effective way to help displaced managers determine their options and kick-start their networks, accelerating their move into a new appointment.

While outplacement can certainly provide a valuable service, we believe that there is a place for an alternative. A close partnership with an experienced head hunter who knows what recruiters and hiring managers are looking for can be much more beneficial and is certainly more cost effective.

In a couple of short, focussed sessions QuickStart provides people with a solid toolbox, such as a great CV and sharpened interview technique, so that every meeting counts during this period of heavy competition for jobs.

The Recruiter's Perspective

Recruiters have a relatively short space of time to assess a candidate and how we experience a candidate reflects on how they are likely to perform in front of our client. If they come over badly, putting them on a shortlist is a risk we might not want to take.

Displaced executives, especially those who are long serving, may have little experience in seeking a new role and sometimes struggle to adjust to the outside world. While they may have worked with executive search consultants as suppliers they are usually not accustomed to selling themselves as a candidate. Every discussion must go well but competition is fierce and there are very few second chances. A lack of experience and confidence often results in inadequate preparation, rambling responses, vagueness about achievements and ultimately poor interview performance.

However, it isn't just about the interview; managers need to develop their networks so that opportunities come up. They need a great CV that's personal and works hard for them as their "selling document". They need to inject pace and energy into their job search.

The Solution

We work with your senior managers to optimise their chances of success. A half day One to One session with a consultant could provide the injection of pace and direction that is needed. At £1,000 per day the cost for this is just £500 per person, plus expenses. A typical programme includes:

- Preparing the manager for interview against an assignment brief appropriate for their experience. The brief will be supplied to the manager in advance of the meeting
- Exploring alternative options to make use of transferable skills
- Formal interview with the manager as a candidate for the assignment
- Constructive feedback. We discuss career direction, practical ways to improve preparation and performance, methods to increase and improve networks, how to deal with an application and how to deliver the wow factor at interview
- Ongoing advice over phone/email as needed

The Result

Feedback from previous programmes tells us that people really appreciate the opportunity to talk with an experienced headhunter; they feel valued and appreciated by their employers despite their redundancy.

The benefits are numerous:

- Senior individuals remain positively engaged with your business and are more likely to perform well while they exit your business, finding it easier to transition from your business into a new role quickly.
- They are more likely to find a position that will further their career rather than plug the gap.
- While they're developing their career the door will be kept open through us without any commitment on your part, meaning that your business will benefit when you're in a position to bring them back into your team.

What's in it for us?

While we're getting to know your senior managers we're also getting to know your business. You may not be looking for executives right now, but when the time comes to add weight to your strategic leadership team you'll have a partner who already understands your business to help you win the war on securing the best talent.

What next?

If you'd like to know more or have some ideas on how QuickStart could benefit your business, please get in touch. We'll then meet you to talk through your needs and design a project plan that suits you, as this is a flexible process developed according to your situation and what you need to achieve.

Contact:

[The Partners](#),
Snowdon Tate

T: 01494 687 030

E: ingoodcompany@snowdontate.com

W: www.snowdontate.com