

## Executive Outplacement

The Jackson Hole Group offers a unique focus in senior executive career transition. Our experienced consultants provide trusted advice to officers from many of the region's leading organizations, helping them make successful transitions into new corporate employment, consulting, entrepreneurship, board membership or nonprofit leadership. The career transition practice was formed as a result of client requests for a service tailored to the specific needs of high-level executives.

### **The Individual Support Top Executives Need**

Senior executive career transition is fundamentally different from career change at other levels. Senior executives possess a broader range of professional skills that are desired across many industries. Because they have various options, they need to spend more time identifying their ideal career prospects and developing comprehensive strategies to achieve their goals.

At Jackson Hole Group, our relationships are built on sound advice, adherence to strict ethical standards and complete confidentiality. We respect and honor the trust our candidates and client companies place in us. That is why we provide the highest level of personal attention and services available. A knowledgeable consultant with both general business and career management experience works one-on-one with each candidate to guide each candidate through every phase of the career transition process, from job search strategies to assimilation in a new role.

Our support of executives is more extensive than traditional transition programs. The Jackson Hole Group has redefined the boundaries of executive career management.

### **The Steps to a Successful Transition**

Since every situation is different, Jackson Hole Group customizes the transition process for the individual candidate. Spouses/partners may be included at the candidate's request.

The first step is a private conversation with the consultant who will work with the candidate throughout the entire transition. In addition to learning about the candidate, the principal will provide expert guidance on handling the various issues that arise when leaving an organization.

Next, Jackson Hole Group conducts a customized assessment that sheds light on the candidate's aptitudes, interests and values. The assessment may include interviews, written assessment tools, or conversations with key people in the candidate's personal and professional life. Jackson Hole Group works with the candidate to devise a strategic career plan based on the results of the assessment.

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Third, Jackson Hole Group works with the candidate to complete the elements of a career search: setting strategies, developing a resume, providing references, conducting research, writing letters and interviewing. Again, guidance is provided one-on-one, not in a workshop setting.

In the final stage of the process, Jackson Hole Group provides advice on negotiating terms and conditions of employment. When the candidate begins assimilation into the new role, he or she is provided the opportunity to continue his or her consulting relationship to ensure a successful transition. Often the first 90 days in a new position determines the eventual success.

### **Comprehensive Resources for a Successful Transition**

Jackson Hole Group offers the comprehensive assessment, unlimited professional support, critical business tools and exclusive resources and environment senior executives need to maintain their productivity.

Jackson Hole Group provides a comprehensive assessment to determine each candidate's strengths, leadership styles and personal objectives.

- One-on-one interviews. This phase helps define the candidate's personal goals and determines which other assessment tools will be most useful. The length of this phase is determined by the candidate's unique circumstances and needs.
- Written assessment tools. There are literally hundreds of assessment tools available. Working together, the principal or associate and Ph.D. determine which are appropriate for each candidate. For instance, a candidate considering starting a business might use an assessment tool that measures entrepreneurial aptitude.
- Final overview. At the conclusion of the assessment, the candidate and Jackson Hole Group analyze the results and develop a career transition strategy best suited to the identified values and needs of the candidate.

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