



Senior Executive Outplacement

Helping you to secure the right, next opportunity





"At NFP we do things differently. We understand that career transition for senior executives is complex. Our executive outplacement service is exclusive, confidential and has a track record of helping senior executives to secure the right, next opportunity."

Joanna Bristow

Executive Coach - People Development & Career Transition

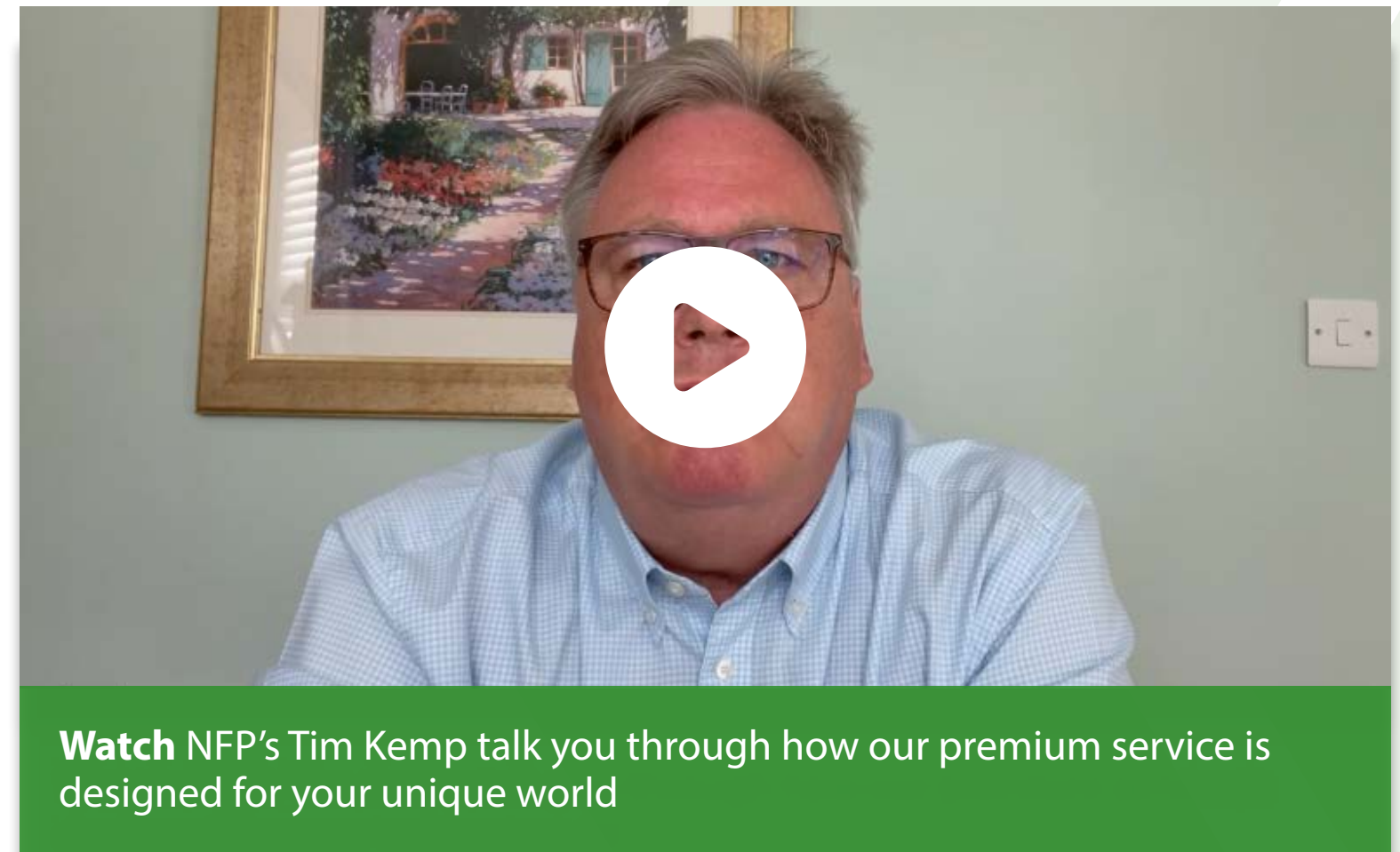


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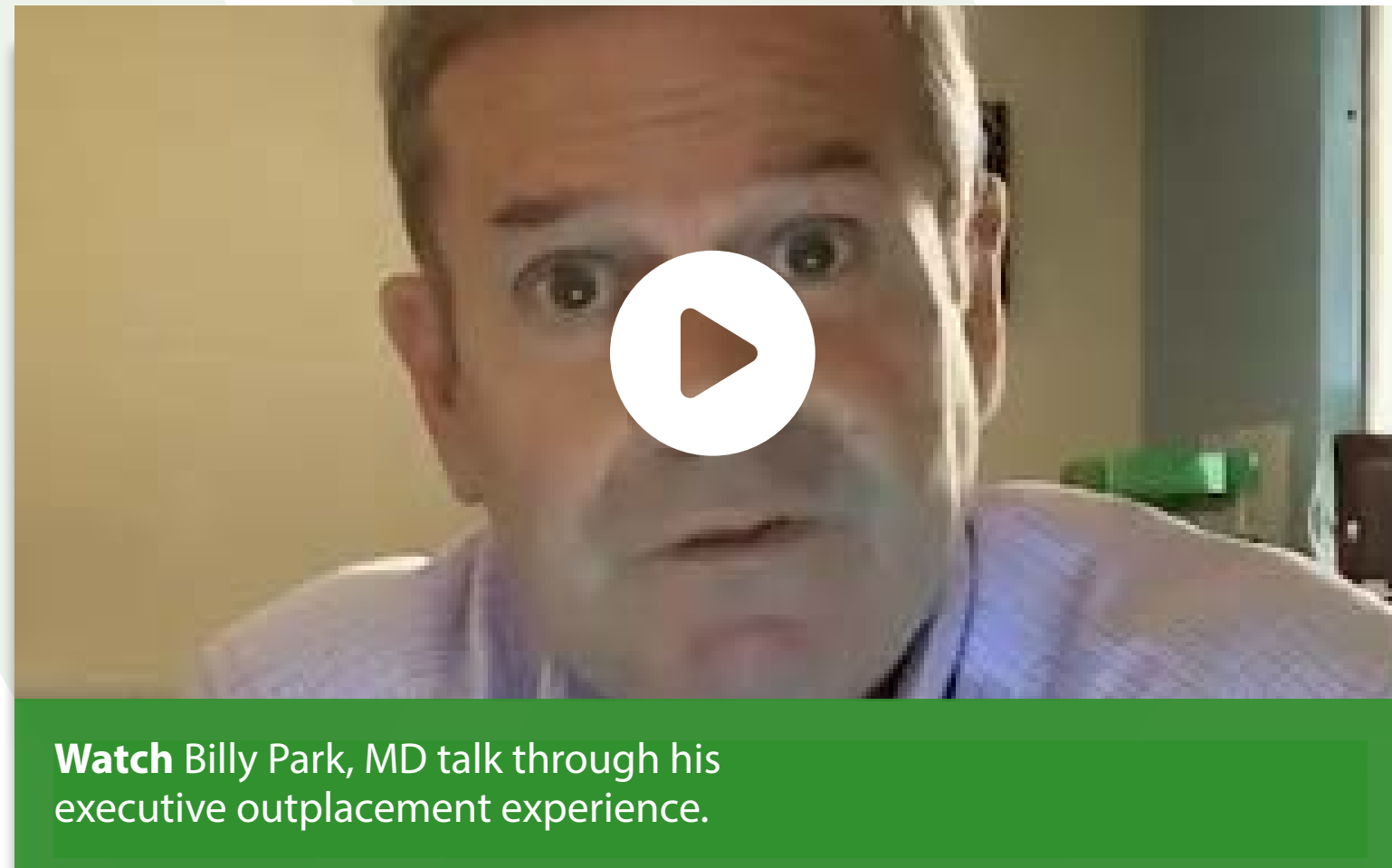
A bespoke outplacement programme designed for senior executives

At NFP we do things differently. We understand that career transition for senior executives is complex. Our Executive Outplacement Service is exclusive, confidential and has a track record of helping senior executives to secure the right, next opportunity.

Senior executives tell us they get frustrated by many executive outplacement services as they feel they are being processed. NFP's Executive Outplacement Service is driven by your needs alone. Your skills and experience are unique and our service reflects that. You define success, and we work shoulder to shoulder with you to achieve it.



Watch NFP's Tim Kemp talk you through how our premium service is designed for your unique world



Why work with NFP?

We work with you to find your next target opportunity

We work with clients for as long as it takes for them to secure the right, next role; whether that's a new job that's a natural progression from the last one, developing a portfolio career including NED roles, starting a new business, or moving to a planful retirement.

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.

We blend coaching with executive outplacement

We are aware that the lines between executive coaching and executive outplacement blur somewhat and senior executives like you want more than just outplacement. They welcome the opportunity to work with a peer level coach and consultant who will finesse their style. Whether that be on communication approach, personal impact, or any other area of interest, we will blend elements of coaching with the executive outplacement we provide you.

We go further than anyone else to promote our clients in the market!

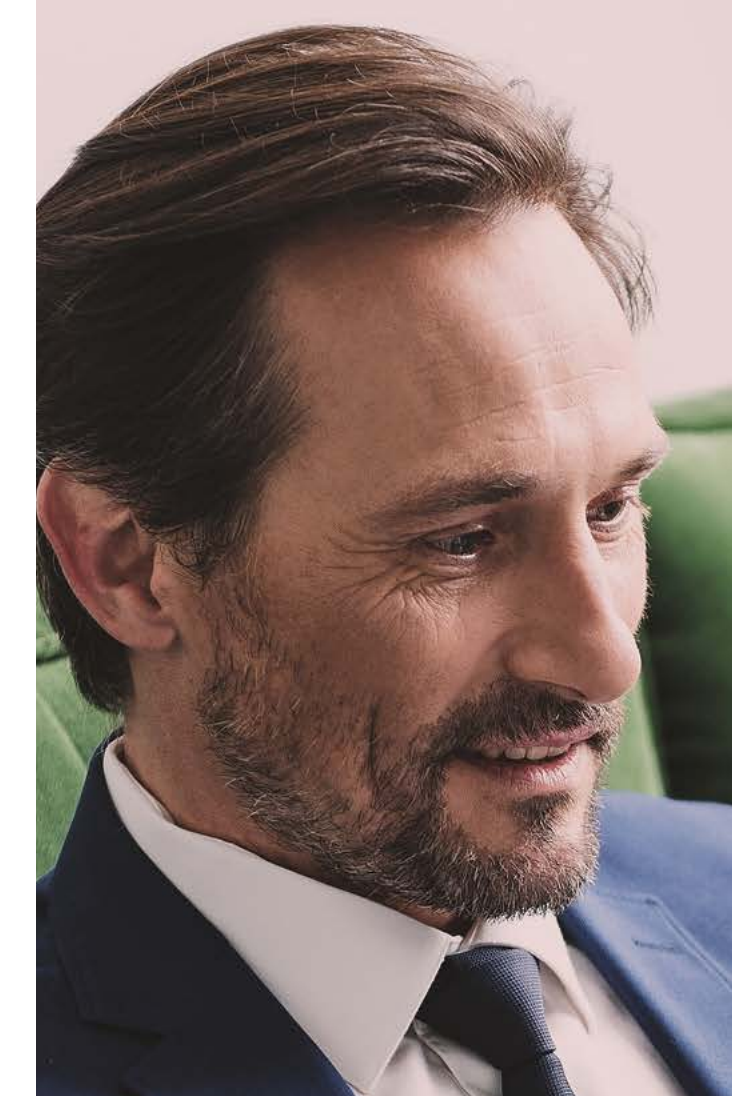
We actively working on our clients' behalf by rolling our sleeves up and using our OWN network to source opportunities and make connections! Networking, referrals and targeted approaches mean that many of our candidates will get an opportunity that isn't advertised externally.

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 tailor our outplacement solution to your individual needs – new job, portfolio career, starting your own business, planful retirement, or just thinking through the options.

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 of your next opportunity. This is particularly helpful for long serving senior executives who are leaving after being part of the same culture for a significant time. It is also useful for individuals who are doing something different such as setting up their own business or taking on their first non executive director role.



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

Vice President HR
Gartner



How we match you with the right consultant

The matching process. Getting the right fit between consultant and client is crucial. The match needs to be in terms of sector expertise, functional background and personality fit. It's like pairing players with coaches in sport. There has to be a chemistry and an emotional bond.



What your service will include

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:

1

Taking stock and getting ready

We work with you to focus on what is the right, next opportunity for you rather than the first one that may arise. You may choose to look for a similar role, a different one or do something else such as start your own business, become a non-executive director, take a career break or plan for retirement. Don't worry if you are not clear on what to do next, we are here to help you.

2

Going to market

We help to prepare you for the job market – on paper, online and in person. We make sure your LinkedIn profile and other social network profiles present you appropriately. In our experience, candidates often have different approaches and CVs based on particular targets.

3

Building the pipeline of opportunities

Our consultant will cover all routes to market with you. Emphasis is placed on reaching the hidden job market through networking, referrals and targeted approaches. Many of our candidates get jobs that aren't advertised externally at all. We also help you to deal with recruitment agencies, search for jobs online and respond to job adverts.

Strategic consultant



I couldn't have got this job without NFP's help. I'd recommend you to anybody."

Vice President, engineering company

4

Interview preparation

Your consultant will prepare you for any type of interview – telephone, panel, informal or formal. We have experience of the type of questions asked and the right questions for you to ask. We can coach you on speaking and presentation styles.

5

Negotiation and offers

Your consultant has an impartial view that can help you to negotiate your salary, benefits and contract. We can help you to reflect whether a job offer is right for you and will meet the needs set out in your initial plan.

6

Onboarding

Your relationship with your consultant continues into 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.

Strategic consultant



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Case study

I had made moves through being approached or through company acquisition since 1988. I had developed a career as a strong Managing Director for an SME and this was the type of role I wanted to find again. But, at 56, I wasn't sure how easy it was going to be. I felt the 'wrong age' – ten years from retirement, but perhaps too late in my career to be considered for things I was interested in.

My consultant needed to have experience in the job market and someone who could find me a role with the level of seniority I wanted. As my coach, John added his expertise and experience, bringing anecdotes and valuable advice from his own career. What more could I want? This was all backed up by the NFP process, which was excellent – particularly their outplacement manual that outlines each step of searching for and securing a new role. John really helped to bring that to life and make it relevant for my search.

Recruitment for Managing Directors is complex. John's support prepared me for some of the realities of looking for a new job, which were different to my perceptions. NFP's outplacement support helped me to understand today's job market and how to access it.



"With NFP'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."

Managing Director





Watch Derek Cribb, CEO, for a real life account of our executive outplacement programme.

At times I was worried that I wasn't doing enough to get a new role, and this caused me some anxiety. In my role as Managing Director, I was devoted to my people and my role, so this made it tough to focus on myself and my next step. John was pleasantly persistent in encouraging me and providing advice, which helped me to move forward.

John always put me at ease, starting our conversations with 'How are you?' or 'What are you up to?' By the end of the meeting, he'd moved on to giving me guidance. John convinced me that the best way to secure my next role was through my network.

He encouraged me to use this route for the type of senior role I was looking for and it was critical to me finding the right one. He insisted that I network with purpose and be clear about my agenda during networking meetings. John reminded me that it's within people's nature to want to help.

With NFP's support I was offered a programme director role with a great financial package. Thank you for all you have done for me during uncertain times.



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Tailored support to give your leavers the best start

If you want a true partner, focused on Senior Executive Outplacement,
contact us today or visit www.nfp.co.uk/executive-outplacement