



# Career Matters: transition support for senior managers

We call this service 'Managing Transition' because restructuring and recruitment are a means to an end – and many or most of the people who are with you at the beginning of the process will be with you at the end. They are critical to delivering the new behaviours and performance you want to see in future. Handling people well, explaining purpose and providing the tools to do the new jobs are critical success factors. We strongly recommend that employers treat managing transition as a project in its own right – and not as an add-on at the end of a restructuring exercise.

With Career Matters, employers can:

- support their managers through organisational change
- improve succession planning

and individuals can:

- improve their prospects of promotion
- change career
- face up to voluntary or compulsory redundancy

Just over a half of our clients are looking for outplacement support and advice on their next career move. Some clients simply use parts of our service to network, for example by joining a learning set, to improve their performance, or to prepare for a big career opportunity by practising the assessment centre and interview. The service is very flexible: we can provide a full career management package or just the elements you feel you need.

At the heart of the service lies a one-to-one relationship with a career mentor or coach skilled at helping people apply their talents. Around that we build a wide range of options, personalised for you. Examples follow.

*A Director or Chief Executive wanting to retire early and move into interim and consultancy work:*

- Consultant Mentor (one to one)
- Tutorial on consultancy skills
- Tutorial on successful interim management
- Tutorial on setting up a business and general finance advice
- SOLACE Enterprises Course – Advanced Presentation skills
- Public Appointments advice

*A Manager being made redundant:*

- Career Mentoring (one to one), up to 12 months
- CV development and presentation
- Tailored assessment centre tutorial or two day mock assessment centre
- Practice interview and feedback
- Two SOLACE Enterprises' Courses: Member/officer relations and 'Aiming to be a Chief Executive' or 'Aiming to be a Corporate Director'
- Consultancy or interim management skills tutorial

We have experienced mentors and coaches to help with career direction, former senior managers to help with preparing for new roles, recruitment specialists to help with preparing for selection, and outplacement specialists to help those who move on. Our training and development programmes are at your disposal once the restructuring has been completed. We can also supply interim managers if you need them.

The service helps managers stay effective, maintaining morale and retaining good people through change. It can also ensure that your organisation moves on to new structures more effectively and help to embed change, as well as enhancing the reputation of the organisation as an employer.

Individuals appreciate the support in thinking through what is best for them, and keeping control in the face of uncertainty. They also find we help in embracing new roles, responsibilities and ways of working. We can if required provide coaching for the first 6 – 12 months in a new job, and practical outplacement help for up to 12 months if a manager or the employer feels the time has come to move on.

For further information please contact the Resource Centre. You can either phone on 0845 601 0649 or email

**resourcecentre@solaceenterprises.com** To find out more about SOLACE Enterprises and our full range of consultancy services see **www.solaceenterprises.com**

