



TALENT AGENT: CAREER MANAGEMENT PROGRAM

In the current state of serious market disarray, Executive career paths going forward are under new, and in some instances, unprecedented stress. There is significant executive dislocation taking place including large scale corporate redundancies, recruitment freezes, even active dismissals are now recurring themes within employment arena's around the globe.

These events call for greater emphasis on the need to manage the career path of an individual on an increasingly proactive and focused basis. The experience and professionalism of the Amazing Results team, established within Executive Search and Coaching markets, equips us to offer a Career Management service of proven and immediate relevance to Executives, often unfamiliar with their new surroundings in the uncharted waters of an unplanned re-evaluation of their future careers.

Kylie Hammond's Talent Agent: Career Management Programs are practical and results-orientated and have a proven success rate of engaging executives in new employment within 90 days of initial engagement. Our programs are exclusively designed for executives who have been employed at a management, professional or senior management level and who require guidance and mentoring to achieve a forward career move and secure a new executive position. Example career management areas that are addressed during the program include:

- Creating and executing a career change strategy, developing useful career management techniques for the executives next role and for the future
- Identifying suitable companies and opportunities, mapping out a career strategy which will facilitate the executives next immediate move, but one that also provides ongoing career options and opportunities
- Assistance in leveraging both professional and informal networks during the job search
- Helping the executive learn how to access the unadvertised job market effectively
- Leveraging Kylie Hammond's extensive "C" level network to introduce the executive to suitable employment opportunities.
- Developing new CV / Corporate Profile documentation to help open doors and secure job interviews with key stakeholders and decision-makers
- Preparing for "C" level interviews, panel interviews and practical interview practice.
- Preparing for 2nd and 3rd interviews, as well as final employment negotiations
- Managing market perceptions and industry commentary about the executives career to-date with future prospective employers
- Explaining the executives exit from their current position and assist with future contract and financial arrangements
- Negotiating an improved salary package and access to proprietary salary benchmarking information





Kylie Hammond's Executive Career Management Programs include the following:

- Kylie Hammond's exclusive propriety Executive Career Management Program consisting of weekly face-to-face meetings with a dedicated and qualified Executive Career Coach & Consultant
- Regular coaching sessions / meetings typically 1- 1½ hour in length held in CBD offices across Australia
- Extended DISC Personality Assessment and other leading assessment tools are provide to give guidance and support to the executive in their next career move
- Intensive job hunting assistance which include proactive "reverse-marketing" of executive candidates and exclusive introductions to our national business network
- Exclusive priority access to the Kylie Hammond Executive Recruitment team throughout the Career Management Program
- Full Executive CV-makeover service conducted by Tom Hannemann and his team of leading CV writers is included
- Preparation of a cover-letter if required and life-time storage of this important information in our confidential, secure database
- Full access as required to assist with employment and contract negotiations in final stages of the program
- Access to confidential market intelligence reports/information which may include salary competitive information, benchmarking information as well as senior executive movements taking place in the relevant industries / markets.
- Ongoing priority access to the Kylie Hammond Executive Search team to field employment offers, review future career moves, assist with Board appointments or 2nd career opportunities.

A structured **90-Day Talent Agent: Career Management Program** is on offer for an agreed once-off fee upfront, comprising a planned series of weekly meetings with a dedicated member of Kylie Hammond's Career Coaching team. The Program delivers one-on-one executive career coaching and mentoring, strategic networking and a variety of research and support services to facilitate executive career transition, including sourcing new senior roles or entrepreneurial ventures. For more information contact Kylie Hammond on 1300 669 139, 02 9922 6175 or email info@kyliehammond.com.au for a confidential assessment.

