

Case Study:
Senior Outplacement and Career Transition
Successful Signature





Stephen embarked on the Rialto Signature outplacement and career transition programme for Senior Executives. He quickly secured a new COO position in an international blue-chip organisation which met all his search criteria.

THE CHALLENGE

Stephen came to Rialto having spent 15 months exploring options to either start his own business, or work with partners to undertake a management buy-in.

Having realised that he did not want to follow either route, he engaged with Rialto on an ambitious goal to reignite his campaign to secure a CEO or COO position in the retail sector. Stephen had extensive experience in retail and in expanding businesses into international markets.

Stephen embarked on the unique Rialto Signature programme, a specialised outplacement and career transition programme, specifically designed for senior executives.

The Signature programme not only encompasses all of the basics such as preparing market aligned CV's, business case / presentation coaching and interview techniques, but uniquely recognises that senior executives require strategic positioning of their personal brand, valuable connections to open doors and insightful assistance to identify new routes to secure their next big challenge.

In particular, Stephen knew that the Signature programme would provide access to unadvertised executive and non-executive director level positions, along with better scope for him to pursue his next high impact career step.

THE SOLUTION

The first stage of the programme was to build Stephen's confidence and underpin his self-belief and skills after 15 months away from the mainstream retail sector. The Rialto occupational assessment team used profiling tools to understand the type of role that motivated him and which encouraged his best performance and fit.

It was important to Stephen that he found an organisation that matched his values and working style as closely as possible; a place where his entrepreneurial skills would be allowed to flourish.

Personal profiling tools also examined the culture and values of target organisations which would be most suitable as well as a comprehensive report of potential development areas for the future.

A detailed exploration of Stephen's past achievements then followed. This helped him to identify where he had added value and to realise that he had a tremendous amount to offer in terms of skills, experience, energy and flair.

The second stage was to assess and segment the retail market. As the job market was still in recession this exercise was critical in providing Stephen with valuable data and a competitive advantage.

Stephen worked with the Rialto team of business focussed consultants to review the current and future trends within the retail sector, particularly those privately owned and private equity backed organisations. A list of organisations to which Stephen would be best suited was strategically ranked. The Rialto research function, relationship management and network connections teams identified relevant individuals for Stephen to liaise with regarding potential business opportunities.

This further extension to Stephen's existing personal network enabled him to make connections with new stakeholders who could support his

search and open doors, both in the short, medium and longer term.

Within a short time frame opportunities started to emerge as a direct result of the effective promotion of his personal brand and proposition. As these opportunities arose for Stephen, various Rialto consultant team members acted as a sounding board for the different options, supporting him to evaluate the positives and negatives of each choice.

Rialto also continually supported Stephen through conducting detailed research on specific companies and retail sub sectors. Rialto then assisted Stephen to develop presentations made to senior management teams. He also practised and improved his interview technique, which increased his confidence in presenting himself in a clear and effective manner.

THE RESULTS

Stephen commenced in his new role as COO for the International Division of a privately owned UK retailer and retail service provider after a five month Signature programme with Rialto.

Having successfully assimilated into his role with coaching support from Rialto, Stephen now holds responsibility for growing the business in international markets and to manage the company's business with key third parties. This is a major role in the organisation where the international business is seen as the growth opportunity for the next 5 years.

To find out how Rialto can help you and your organisation:

Telephone: +44 (0) 20 3043 8640 • Email: jsmart@rialtoconsultancy.com • www.rialtoconsultancy.com

Richard Chiumento

Director

T +44 (0) 20 3043 8640

F +44 (0) 20 3043 8641

E info@rialtoconsultancy.com

www.rialtoconsultancy.com

The Rialto Consultancy

Central Court

25 Southampton Buildings

Chancery Lane

London

WC2A 1AL



For further details visit: www.rialtoconsultancy.com



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