

Case Study:  
Executive Career Transition  
**Perfect Progression to the Board**





**Sarah wanted to progress into a senior influencing communications role with an organisation which would provide her with further industry diversification and possibly a seat on the board. The Rialto Signature career transition team fulfilled Sarah's challenging criteria in just 3 months!**

## THE CHALLENGE

**Sarah was seeking another senior level role in marketing and communications, whilst expanding her sector expertise. Her previous industry experience ranged from Information Technology, Legal, Non for Profit and her most recent appointment of Director, External Relations in the financial services industry.**

She advised the Rialto signature career transition team that she wanted to progress into a senior role with an organisation which would provide her with further industry diversification and an ability to influence at executive board level.

She was also looking for support in her long term career aspiration of securing a Non-Executive Director appointment as part of her personal development .

## THE SOLUTION

A principle element of Sarah's job search campaign was to present her diverse industry capability to attract opportunities within new sectors.

To achieve this, the consultant team worked with Sarah to help her identify her executive brand and build a suite of self marketing material that best promoted her professional competence.

In addition to the traditional approaches to her job search, her consultant focused on identifying current and emerging markets that were facing business and communication issues which Sarah's expertise would be able to resolve and achieve successful outcomes. To meet this challenge she received extensive and innovative support from the Rialto research team.

As well as sourcing appropriate sectors as described above it was also vital to understand the cultures and business practices common to particular industry sectors and understand if these were a good match for Sarah's personality and values.

In this respect additional research was undertaken and Sarah also worked with a core member of the occupational psychologist team using psychometric metric tools to analyse and define her best cultural fit.

After a short period of time several opportunities were identified from a range of sectors and each were closely evaluated as to the career opportunity they presented, including their level of function of influencing at board level and their cultural fit.

Sarah attended initial meetings to explore the roles and identified at an early stage that the position of Director of Communications at a leading academic organisation was the most suitable.

To ensure that she progressed smoothly throughout the interview process she received intensive interview coaching and practice on a range of executive level ability and critical reasoning tests.

## THE RESULTS

Through Sarah and her consultant's commitment and dedication the organisation made an initial offer of employment and her consultant helped her to negotiate an improved remuneration package.

As part of the offer Sarah also gained a commitment from the organisation to support her with training and opportunities to gain a Non-Executive position in one of the organisations developing companies.

What really impressed Sarah about Rialto was that the signature career transition programme had fulfilled all of her objectives and desires within 3 months.

Her programme continued with Sarah utilising our assimilation coaching services. This consisted of planning how Sarah would structure her role, influence key people and create networking opportunities to ensure that she rapidly delivered in her new position.

Her career consultant conducted regular one to one coaching discussions, which were timed to coincide with each milestone of Sarah's strategy plan.

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

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