

Successful Signature

After three months, Simon was successful in securing a new HR Director role in an international blue-chip organisation, which met all his search criteria.

Background

In August 2008, Simon found himself searching for a completely new position for the second time in his career. The global B2B distributor, for whom he was the European Human Resources Director, was set to move its European HQ to France, however Simon was unable to move with them.

Both Simon and several other senior team members were affected by the move and Simon took immediate action to research the leading career transition and outplacement consultancies to determine which could provide the best level of support for his colleagues and himself.

The Rialto Approach

Having visited five consultancies, Simon chose to work with The Rialto Consultancy, as did his team.

In his view, the new generation and innovative approach to career transition consultancy that Rialto adopts provided an effective mix of the traditional and contemporary, 'the best of the old and the innovative new', which he felt would make all the difference in helping him and his team explore and secure the next niche in their career.

It is the bespoke quality of the Signature programme provided by Rialto that puts it ahead, he believes. "Everything about their approach ticked all the right boxes with me," explains Simon. In fact, "Everything about their approach ticked all the right boxes with me," explains Simon. In fact, once he launched himself onto the market, Simon had a 'strike rate' of 29 interviews with 10 organisations in two months. He found that on average each opportunity was taking at least 4-6 weeks to reach a conclusion, therefore he worked hard to focus on sourcing as many relevant opportunities as possible.

The Rialto Signature Programme Case Study

Simon was sure his continued momentum was largely due to the blend of extensive business experience leveraged into the programme from the Rialto consultant team, as well as their understanding of individual and organisational behaviour that helped create the impact required.

Simon found this support to be invaluable. "It definitely helped me to focus more effectively," he explains. "The occupational psychologist helped me to understand myself better, to recognise my strengths and weaknesses. Through diagnostic psychometric testing, I was able to define my personality 'type'.

Knowing whether you are an introvert or extrovert; a 'thinker' or a 'feeler'; whether you look at the small detail or the bigger picture; what are your most important personal core values, all these things help you to focus on the kind of career role that would be most suitable.

It also helps you to recognise and understand the type of person who may be interviewing you, which in turn helps you to identify what information they want to hear and how best to present it to them. It is a very powerful tool."

"There are five questions you should ask to measure the success of your outplacement provider. Firstly, do they listen to your objectives and match you with a right fit consultant?

Secondly, does that consultant work with you on your needs, rather like a personal mentor and is there flexibility to respond to your situational needs rather than a fixed programme?

Thirdly, is the programme strategically focused to help you to identify clearly where you can go and how best to get there quickly, rather than simply helping you to write what could be an ineffective CV?

Fourthly, are you equipped to develop a unique personal brand and market positioning in your target market?

Finally, does the interview preparation and techniques you have been taught establish a rapport with the interviewer and win you enough points to get through to the second/third/fourth interview with the company?" says Simon. "For me, the Rialto service answers a resounding yes to each of these questions."

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