



Executive Career Transition Services 2025 Client Snapshot

RIALTO CREDENTIALS



Multi award winning
(15+ awards over 10 years)
35 multi disciplinary experts
with 14 years average service

Supported
15,000+ senior
professionals (£90k -
£1m+) over 20+ years

Signed up to the Davos
Commitment to upskill 1bn
people by 2030 &
APPG AI Permanent Board
Member

Executive career transitions at the most senior levels are no longer linear, predictable, or purely role-driven.

Today's CEOs, board members and senior leaders are navigating increased complexity, scrutiny and choice, often at moments of significant personal and organisational change.

Rialto partners with senior executives globally to assist in stepping confidently into what's next, by becoming more indispensable.

We bring deep understanding of board-level dynamics, leadership markets and future-focused career pathways, combining discretion with rigorous insight. Our deliverables are grounded in the realities of operating at the top of organisations, where reputation, timing and strategic positioning matter most.

With over 25 years of experience, Rialto supports leaders to make deliberate, evidence-based decisions that strengthen both their immediate transition and their long-term leadership trajectory.

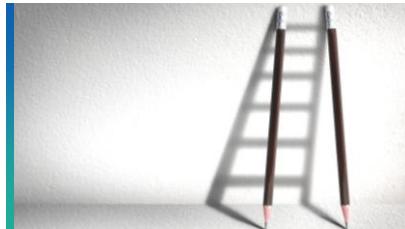


RIALTO EXECUTIVE TRANSITION PROGRAMMES INTEGRATE:

High-impact personal and market profiling

Data-driven insight into senior opportunity markets

Strategic positioning for leadership roles of the future



We support professionals at all levels - aspiring leaders, entrepreneurs and executives - to secure outcomes that reflect both ambition and purpose, including promotion, increased scope or earnings, portfolio careers, non-executive directorships, entrepreneurial ventures and strategic reinvention.

Beyond role change, we help leaders address broader transition challenges such as career redirection, work-life recalibration and the pursuit of meaningful, sustainable impact. The result is not simply a next role, but a clearer leadership proposition and a more confident entry into the next phase of a senior career.

The 2025 Client Snapshot provides a consolidated view of the senior leaders supported by Rialto over the past year and the outcomes they achieved through executive career transition. It highlights the level, background and leadership context with Leaders typically engaging in transition support at moments of organisational change, role exit or strategic inflection.

KEY INSIGHTS

Senior transitions are strategic

Leaders engage early to shape direction, positioning and timing, not simply to replace a role.

Outcomes are increasingly diverse

Many clients pursue portfolio careers, non-executive directorships, advisory roles or entrepreneurial ventures alongside executive positions.

Clarity accelerates outcomes

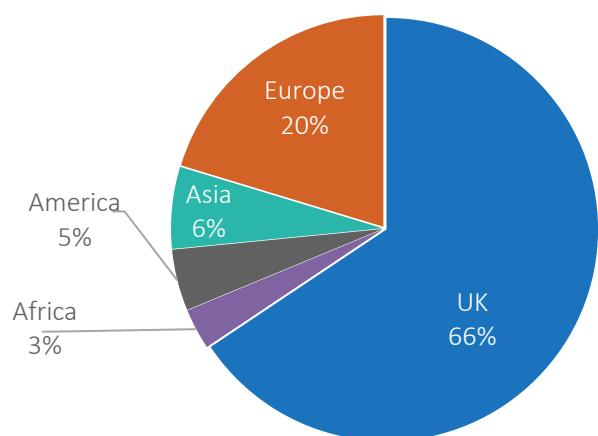
Structured insight, market profiling and leadership narrative significantly shorten time to successful transition.

Positioning outweighs tenure

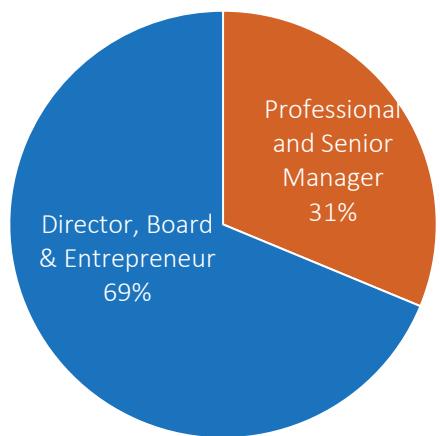
Market relevance and future capability matter as much as past experience.

DEMOGRAPHIC OVERVIEW

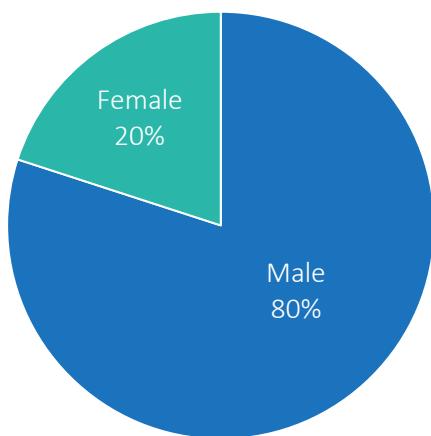
Geography



Level

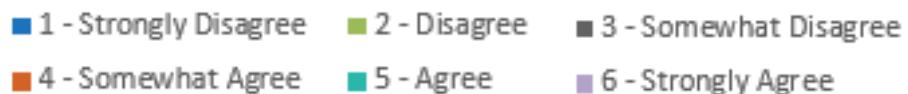


Gender



These example statements form part of our Career Growth Index, structured around four core dimensions shown through our experience to most strongly influence senior career progression and success.

They enable leaders to benchmark readiness with clarity and focus our support towards the areas that will deliver the greatest impact.



I am confident in my ability to successfully prepare and execute all stages of a senior level job search to secure a suitable role



I have finalised a career valuation improvement plan with steps I need to take to achieve my next 3-5 year career and financial goals



My role is valued by key stakeholders in the organisation



I am often provided with feedback to support my ongoing leadership skillset development



I have comprehensive plans in place for my upskilling and invest between 1-3 hours per week in my development

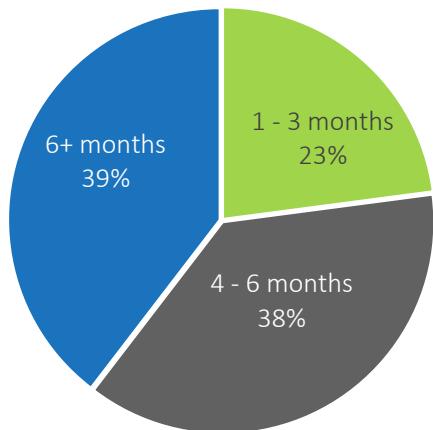


I have a good understanding of the internal and external drivers that impact my business area and current operational focus

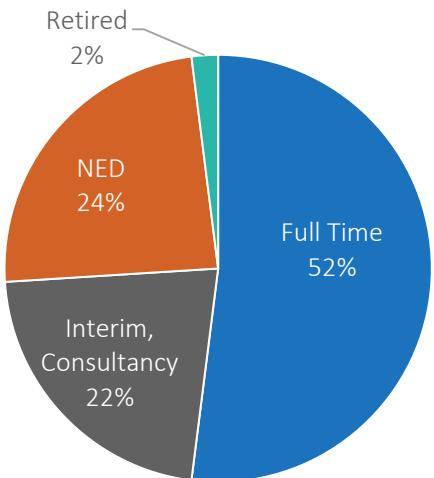


TRANSITION OUTCOMES

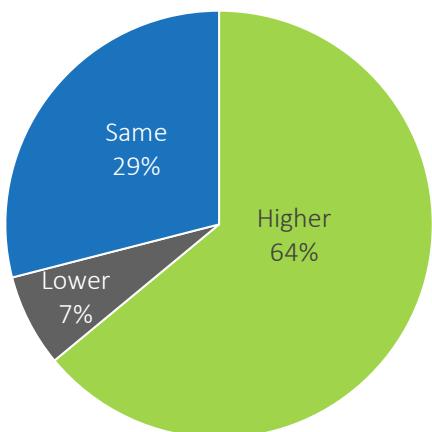
Resettlement Timescales



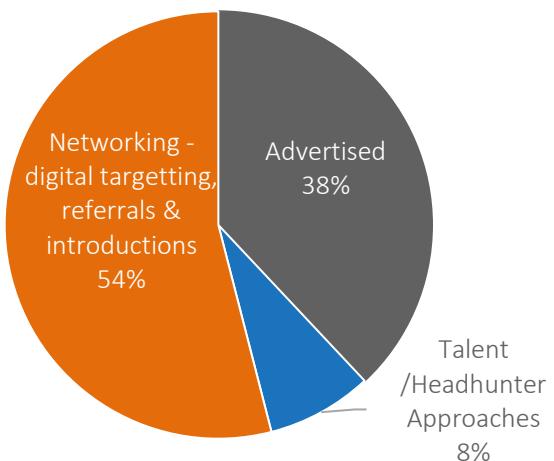
Career Path



Change in Salary



Route to Resettlement



CLIENT TESTIMONIALS & SAMPLE CLIENT LIST

“ My session today was absolutely fascinating. My consultant answered all of my questions before I even put them to her and as well as the big stuff, shared loads of little insights that will make a real difference. You've honestly blown me away. My head is full of ideas to put into action. Highly recommended!! ”

Finance Director, Real Estate

“ Exceptional support throughout. The networking and application process was made so much easier with ongoing preparation support and planned narratives. The outcome has been outstanding: over 1,000 new connections and mentoring roles with three companies, delivering valuable experience and visibility.. ”

CPO, Asset Management

“ I was really impressed with the professionalism and knowledge of my coach. She supported my career journey following a turbulent year and in the space of four months, supported me to secure not just one position, but four, which is now the springboard for my "Portfolio career." I am bringing my personal magic to companies that I am passionate about. A perfect situation for me engineered through discussions with my coach. ”

Sales Director, Technology

“ After leaving a six-year CIO role following an acquisition, I felt lost, unclear on what I wanted next, and without the sense of purpose I thought I'd had. Having never worked with a coach before, I knew that having someone by my side would accelerate my progress more quickly than attempting it alone. Eighteen months later, I'm in an entirely different place: established as an independent consultant with a strong network, a consistent pipeline of work, and real clarity on my positioning and worth. ”

CIO, Automotive



CREDIT SUISSE

The Nestle logo, featuring a stylized bird perched on a nest.

The
Guardian

dyson



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UNIVERSITY

+SIMMONS
SIMMONS

AXA INVESTMENT
MANAGERS

BARCLAYS

OXFORD
INSTRUMENTS

ARCADIS

JERA
NEX
BP

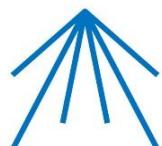


Rialto specialises in unique change management and business transformation solutions which deliver exceptional results.

OUR SERVICES INCLUDE



Executive Transition, Career Coaching & Personal Branding



Leadership Development for individuals and teams



Culture, Digital and Business Transformation

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ACCELERATED IMPACT

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