

Career Consultants  Global Partners

OI Global Partners Meeting

Brussels April, 2015

Mix of Services

- ▶ Career Transition/Outplacement 50%
- ▶ Executive/Leadership Coaching 35%
- ▶ Leadership Team Development 10%
- ▶ Assessment 5%

Team

- ▶ **Career Transition/Outplacement**
 - Practice Leader
 - VP Client Services
 - 2 Career Coaches & 2 Adjuncts
- ▶ **The Center for Leadership Excellence**
 - Managing Partner
 - 2 Executive Coaches & 2 Adjuncts
- ▶ **Other**
 - Office Manager
 - Marketing/Research Assistant

Services & Market Trends

▶ Career Transition

Services

- Consulting and Training
- Executive, Professional, Individual, Quick Start and Group

Trends

- Growth is flat
- Competition Struggling/Selling other services
- 80% repeat or referral
- Strategy to maintain name recognition and increase referrals

Market Trends

▶ The Center for Leadership Excellence

Services

- Fully Outsourced Executive Team Leadership Development and Coaching
- Executive and Leadership Coaching
- High Potential Leadership Development`

Trends

- High Growth- up 30%
- Lots of players
- Separate Brand
- Strategy to grow through attorney, HR, COI and CEO introductions/referrals