



OI Global Partners Meeting Brussels April 2015



Profile of our business

Service	% of Revenue
Group Outplacement	26%
1-1 Career Transition	22%
Career Management	4%
1-1 Business Coaching	2%
Leadership Programmes	5%
Recruitment	19%
Financial Planning	22%

Profile of our business

Headcount

- Founder / Managing Director – John Fitzgerald
- General Manager – Fiachra Driscoll
- 4 Operations / Business Development/ Career Coach
- 4 Talent Acquisition Team
- 3 Financial Planning Team
- 22 associate consultants / coaches

Turnover

- €1.757M in 2014

Coverage

- Ireland, Northern Ireland

Our Clients

- **Banking/Financial Services :** Bank of Ireland, Central Bank, Bank of America, Mercer, Accenture, Pepper Financial, Northern Trust, Willis Insurance
- **Pharmaceutical:** GlaxoSmithKline, Baxter Healthcare, Leo Pharma, Novartis, Genzyme, Merck Millipore, Pfizer/Wyeth, Regeneron, UCB Schwartz
- **Telecommunications:** Three Ireland, O2, Nuance
- **Medical Devices:** Stryker Neurovascular, Olympus Biotech, Cook Medical
- **Education:** University of Limerick, DCU Ryan Academy
- **Manufacturing:** Molex, Beckman Coulter, Lufthansa,
- **Food & Beverages:** Diageo, Danone, Glanbia, Heineken, Musgrave

Market Review

Market situation:

- Economic recovery well underway in greater Dublin region but recovery slower in the regions
 - Revenue from Outplacement down 15% in 2014 compared to 2013
 - Just three months into 2015 and we can see a big increase in Career Management, Leadership Development and Recruitment programmes focus back to developing and retaining employees

Products:

- Development of Career Management Programmes, New Career Management Portal, New Financial education portal, focus on recruitment growth

Clients / Candidates:

- Finding roles much faster, focus on attraction, retention, engagement

Challenges / Opportunities:

- Movement to Bigger Global Providers, cheaper online support options
- Bespoke quality engagement solutions to meet client needs
- Movement to shorter bite sized e-learning options

How do we run the Business

Business model

- Core team largely referral business model, highly trusted nationwide consultant delivery model
- Outsourced Finance, Marketing and IT

Systems

- CRM: In-house system
- Abintegro Career Centre and CCM
- Cloud based Server and MS Office