

# Torc Consulting Group Ireland

OIGP – Practice Discussion

Brussels, 24<sup>th</sup> April, 2015

# Current trends

- Very positive economic climate

## Products

- Structural change eg Financial Services (across the industry) – interest in a ‘Decision Support’ service to help individuals during the voluntary redundancy window.
- This comprises two short modules to evaluate:



# Current trends

## **Needs of individual participants**

- ‘Quality’ information & advice about the changing job market by region and the impact on career options/prospects for the future
- We are encouraging corporates about the value of career management programmes as an engagement tool

## **Needs of sponsoring organisations**

- A lot more focus on 1 to 1 programmes and less groupwork
- Short & streamlined programmes preferred – even at senior level

# Current trends

## Leadership/Coaching/TM

- Interest in 'Wellness' programmes
- 1 to 1 Coaching for Senior Executives

