



Atlanta . Chicago . Dallas

www.careermp.com

*CMP is proud to be a
minority and women owned
business*

Company Overview



CMP is a talent and transition firm in the business of developing people and organizations across the full talent life cycle.

- Started in Dallas, TX in 1999 by Keith Nave as an Outplacement Firm
- First client – Fujitsu
- 2007 – added retained search
- 2014 – merged with JBKF Group, Talent Development Solutions
- 2017 – earned DFW Fast Growth Companies award
- 2018 – merged with Frontier Group (Atlanta) and The Mentor Group (Chicago)
 - ✓ Main Offices: *Atlanta – Chicago – Dallas*
 - ✓ Satellite Offices: *Charlotte - Fort Worth – Houston - New Orleans*

CMP Passion and Purpose

**We exist to positively influence the individuals and
communities we serve**

CMP Mission

Realize Possibilities Through **Impactful Talent
Solutions**



Company Overview



CMP is a talent and transition firm in the business of developing people and organizations across the full talent life cycle.



Talent Fit Solutions

We take the guesswork out of hiring through our high definition recruiting and predictive and efficient assessment.

We get the fit right



Talent Development Solutions

We build capability and performance through deep assessment and coaching expertise, and custom solutions.

We develop for results



Career Transformation Solutions

Through innovative outplacement and career solutions.

We change careers and lives

Realizing Possibilities through Impactful Talent Solutions

Impactful Talent Solutions

Talent Fit Solutions

We take the guesswork out of hiring

We get fit right – through predictive and efficient assessment, and select high definition recruiting.

Talent Development Solutions

We build capability and performance

We develop for results – through deep assessment and coaching expertise, and custom solutions.

Career Transformation Solutions

We take careers to a new level

We change lives through innovative outplacement and career solutions.

Culture & Values

How We Will Win Together

Client – our only success is client success.

Boldness – we are courageous, caring and challenge the status quo.

Goodness – we respect others and do the right thing; karma is real.

Humility – we never, ever take ourselves too seriously; ego kills!

Innovation – we adapt, try new things, and always learn.

Passion – our best solutions come from the head and the heart.

Team – we do not fail or succeed alone; Together Everyone Achieves More.



CMP Focus

Predict Fit

We take the guesswork out of hiring

We get fit right – through predictive and efficient assessment, and select high definition recruiting.

Develop Performance

We build capability and performance

We develop for results – through deep assessment and coaching expertise, and custom solutions.

Transform Careers

We take careers to a new level

We change lives through innovative outplacement and career solutions.

CMP Offering Advantage

Assessment:

Large toolbox – validated assessments that best measure role and company requirements.

Quick and efficient – assessment processes do not slow down the hiring process.

Recruitment:

High definition recruiting – deeper insights into the role/company/strategy requirements, targeted interviewing, and selective use of assessment.

Quality candidates – high definition process ensures only quality candidates are presented

Performance model – compensation for a successful search.

Assessment:

Performance

- 360 assessment
- Upward feedback
- Targeted interviewing
- Self-insight assessments
- Competency modelling
- Validated assessments
- Talent audits

Coaching

Assessment-driven Outcome-focused Relationship-enabled

- Performance coaching
- Potential coaching
- Targeted coaching

Tailored Solutions

- Leadership Development
- Mentoring
- Team Development
- Career Engagement

B2B

Outplacement:

High touch – staffing ratios of 1:15 vs 1:80 in the industry.

High tech – robust online portal with deep research, extensive training and reporting.

High innovation - solutions for consulting, business start-up, and semi-retirement

Highest value – more support & solutions at a lower price.

Retail

Career Solutions:

Career coaching – coaching, CWS, resume and LinkedIn.

Resume and LinkedIn – development service

Career training – Your Career From the Inside-Out.

Career content & thought leadership – “Don’t Dread Monday” “Make it Work” and thought leadership content



MARYANNE PIÑA

DON'T DREAD MONDAY

YOUR GUIDE TO CAREER SUCCESS



JOE FRODSHAM



Are you satisfied with your career?

Over **90%** of people report they **aren't** satisfied.

A PRACTICAL GUIDE FOR YOUR CAREER SUCCESS!

Don't Dread Monday is organized around a four-phased path to sustained career success as represented by the **CARE** Model. These phases build upon each other and are prescriptive in nature – they form a step-by-step approach to align your career needs, choices, and actions to generate the career that fits you. The **CARE** cycle is a common framework, but the answers are unique to each individual. In our experience there is no shortcut. We recommend that you trust the process and do



2018 Growth Levers

1. Elevate Brand and marketing – Hubspot, website, SEO, newsletter, and select social media
2. RFP
3. Career Solutions – add individual purchasers
4. Community and network engagement





Realizing Possibilities Through Innovative Talent Solutions