



Individual career transition

Individual Career Transition

Rapid success programmes

Elements programmes

Director programmes

Group Career Transition

Pre-change support

External career transition

Internal career transition

Line Manager Support

Managing change

Breaking the news

Engaging stakeholders

Supporting people, protecting business

Ensuring change doesn't derail the business means giving people confidence in the future. CMC can help you achieve a smooth business transition by helping people to feel confident and empowered by change.

CMC has a full range of career transition solutions to help organisations manage change effectively and to help individuals to find a new direction, within or outside of the organisation, during times of change. Our career transition solutions for individuals provide your employees with the skills, resources and resilience to make their next move.

Bespoke career transition support

Our personal approach sets us apart. We will listen to your needs and create a tailored solution to meet the exact needs of your business and each individual affected by change.

Our programmes provide the highest amount of specialist one-to-one career coaching to ensure a personal and tailored approach, supported by a full range of workshops. Access to CMC's research, online and specialist resources will provide the most effective support for your people.

All our career consultants have a proven track record and we spend time carefully matching our consultants to each individual client, ensuring the best fit in terms of approach, expertise and chemistry.

In addition, we can support your leadership team and HR professionals early on in the process to ensure effective planning and communication. We can provide line manager coaching to help managers support their colleagues through change. We can also support you following organisational change by helping your business to re-engage your people and embed change.



CMC does all of our executive outplacement and the effort they put into each individual is outstanding. Their expertise prevented concern about the restructure from derailing day-to-day business activity.

Christine Gaskell

Member of the Board for Personnel, Bentley



Individual career transition

Individual career transition solutions at a glance

We recognise that the needs of every individual and organisation are different, so we've developed a range of solutions that enable an entirely tailored approach to career transition.

Programme features

All of our individual career transition programmes have the following core features:

- Individual one-to-one career coaching with a qualified, experienced consultant.
- A comprehensive programme of workshops designed to complement individual career coaching sessions.
- Guidance and coaching to enhance interview skills and networking techniques.
- Access to CMC's ClientCentre, our online resource centre containing job market and company information.
- Psychometric assessment to enhance self-awareness.

We can draw from a full range of additional features to develop the right programme for each individual.

Programme outputs

Our programmes ensure your people are equipped with all the skills and resources they require to move forward:

- Clear career plan
- High impact CV, cover letters and profile
- Structured job search plan
- Networking skills
- Interview skills
- Financial planning advice
- Tools to manage recruiters and headhunters
- Focused plan for making speculative approaches
- Tools to enhance personal impact
- Information and insight into companies and markets
- Enhanced self-awareness based on psychometrics
- Consideration of alternative career paths

Benefits

Investing in career transition for individuals will:

- Ensure you provide effective support for leavers
- Give people confidence in their future
- Ensure a smooth transition
- Minimise any negative impact
- Enable HR to focus on delivering change
- Enhance engagement until they leave
- Improve the morale and productivity of remaining employees
- Strengthen your employer brand profile

For more information on how CMC can help, contact us on:

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e: info@cmc-careers.com

w: www.cmc-careers.com

About CMC

CMC is a career management consultancy, working with organisations to enhance business performance by optimising employee effectiveness, engagement and talent. We do this by providing bespoke Career Management, Career Transition and Coaching solutions to help your people feel confident about organisational and career change.