

# ROBERTSON PARTNERS

Executive Career Transition

## Welcome to Robertson Partners

We are **dedicated** to helping senior executives successfully navigate a change of career.

### Our Unique Perspective

When we created our career transition program, we designed it with an overarching objective in mind: to be the kind of service we would want for ourselves if we were changing careers. Three decades of experience working with executives in transition taught us what is truly important for a service of this kind to be unique, and outstanding:

#### *We are Focused Exclusively on Senior Executives*

Our program is designed specifically to suit the needs of individuals at the upper levels of leadership, typically those at the level of Vice President or above.

#### *We Give Executives a Decided Competitive Edge*

By engaging the sector experts with one of Canada's leading executive search firms to share their insights about each market sector, we prepare the executive for the toughest selection processes.

#### *We Provide Unparalleled Research and Insight into the Executive Job Market*

With detailed knowledge of 100,000 Canadian organizations and over 450,000 key decision-makers within them, our in-depth, personal research assistance and marketing support is second to none.

Robertson Partners understands that transitioning between careers requires emotional and intellectual support to remain confident, optimistic and focused during the transition period. In all cases, we provide a suite of personalized services, specifically tailored to the needs of the individual.

### Our Team Approach – Bringing In The Experts

We bring together an entire team of specialists to provide a truly premier service. Our executive clients meet face to face with subject matter experts in all critical areas, beyond traditional counselling:

- Tax and benefits advice from Deloitte
- Psychometric assessment by Dr. Tim Gilmore, an experienced organizational psychologist
- Job market insight and interview preparation by the Partners of one of Canada's leading executive search firms
- Market research support and resume assistance by Robertson Partners' consultants
- Career guidance and job search strategy by Ron Robertson, who has over three decades of experience in career transition and executive search

## Gaining A Vividly Clear Self-View – *The Foundation Of A Successful Transition*

Success in securing the right role depends largely on two factors: having realistic career objectives, and being able to represent oneself accurately and authentically to prospective employers. Especially at the senior executive level, it is crucial that the impression made during an interview is the same as the portrait that emerges when references are inevitably checked. Robertson Partners' model encompasses a rigorous program of analysis and personal insight, which should truly provide the individual with the self-understanding of a lifetime:

- An in-depth assessment of executive aptitudes by a seasoned organizational psychologist
- A guided self-assessment completed by the executive
- A 360 survey of up to twelve former colleagues to determine how others see the executive
- In-depth knowledge of the job market provided by executive search professionals
- Integration of all of the foregoing information into a realistic career strategy and action plan, with the assistance of one of Canada's leading career professionals

Our exceptionally thorough process is designed to provide the executive with a clear view of his or her competencies, motivations, limitations, reputation and career objectives, coupled with an action plan for the job search.

## Conducting A Job Search – *Overcoming Fear With Fact And Skills*

In our experience, the greatest single obstacle faced by executives in career transition is fear of rejection.

Our program provides the executive with an understanding of exactly how the executive job market works, so that what seems to be rejection is not, in fact, personal. We then assist the individual in taking advantage of the natural ebb and flow of executive openings, by creating a marketing plan that will help ensure he or she is remembered when an appropriate executive position arises.

Because each executive has distinct needs when it comes to self-marketing, all of our work is customized to the individual and rooted in our knowledge of the executive job market. Once the executive's career objectives have been established, we:

- Provide highly specialized research support to gain valuable information on specific organizations, then determine who the decision-makers are and how best to link them to the executive
- Develop a resume that is uniquely formatted, visually attractive and highly communicative
- Engage executive search consultants to meet with the executive and conduct a series of authentic practice interviews
- Register the executive with all major executive search firms
- Assist the executive's former employer in developing a detailed reference guideline
- Help the executive launch and sustain his or her marketing plan
- Provide ongoing administrative and marketing research support until the executive is employed

## Coaching and peer support

The extensive coaching and support that our executive clients receive during this transition phase helps them remain focused and positive. Our program includes:

- One-on-one coaching to support the executive through the transition period
- IT infrastructure tailored to the executive's job search, including remote desktop accessibility
- Discussion groups and a speakers' series for senior executives who are going through a similar transition
- Advice from Deloitte financial specialists regarding the treatment of severance monies and the wisdom of replacing benefits. Deloitte can also be retained to provide more extensive and customized counselling, as required

- Assistance setting up a “personal transition board” of knowledgeable and trusted friends
- Advice when an offer of employment is received; assessing the offer relative to the individual's aptitudes, goals and other prospective opportunities

## Office Space

Robertson Partners provides individual, private office space that is shared by executive clients undergoing assessment, training and marketing activities as part of our transition program. For those who require a dedicated private office, we can assist by offering to lease a private office to use throughout the transition, outside of the cost of our program.

Some executives prefer a private office in a geographic area specific to their networking or commuting needs. At Robertson Partners, we help clients to budget for this work space, identify the best location, and negotiate contractual agreements, as required.

## Support For The Employer

Robertson Partners recognizes that organizations genuinely care for the well-being of their former executives.

Our firm assists in planning the sensitive communication with the executive who is leaving. We are also on-site to meet with the individual as soon as he or she has been informed of the organization's decision. The objective of our meeting at this early time is to help the individual cope with the news of termination, to provide advice and counsel on how to break the news to family and friends, and to urge an early appointment with us to discuss future opportunities.

We also assist the employer in the design of a guideline to be used when reference calls are received. Finally, respecting the confidentiality and special relationship of trust that we have with the executive, we provide the former employer with regular updates on the individual's progress.

## About Robertson Partners

Robertson Partners was founded by the Partners of Ottawa's leading executive search firm, Odgers Berndtson. Three decades of experience in executive search has given us an informed perspective on what organizations are seeking in executive level job candidates, and how hiring decisions are ultimately made.

Our mission is to ensure that each executive we serve receives value that will last a lifetime: The skills to find appropriate new work activity based on clear insight regarding his or her goals, strengths, limitations and

areas of best fit. In so doing, we are committed to upholding the highest standards of professionalism, and have adopted policies to prevent conflicts of interest. For example, we will only accept executives who are sponsored by employers, and will not accept compensation from the executives themselves. Similarly, we will not directly solicit employment on behalf of executives.

Under the leadership of our Chair, Ron Robertson, Robertson Partners will redefine the delivery of senior executive transition services.

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**Contact Us:** To personally discuss how we can assist you, please contact us at 613-742-3199

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