

We now offer career transition support, via a range of group and individual programmes, to those working in the Not for Profit sector.

Change has always been a constant across public and not for profit services, but the Covid-19 pandemic has heightened disruption and accelerated the rate at which organisations must shift. In response to a number of client requests, and the arrival of expert Heather Greatrex, we now offer a *Career Transition Package* to help organisations determine their future shape as they implement the first phase of recovery planning.

Both Heather Greatrex and Joanna Thornton have a wealth of knowledge and experience of the Not for Profit sector which makes them well placed to provide support and advice.

To discuss your personal career transition support, please contact Heather and Joanna via their contact details on the following page.

“
Joanna has a very natural, open way of discussing issues which has made me feel very much at ease during our sessions... I came away from each session feeling more positive and inspired to make changes.

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Why offer Career Transition?

- It's the right thing to do and builds brand reputation – showing that the organisation values and invests in their employees and treats them with respect
- Improves morale, engagement and retention for existing employees
- Helps to protect organisational culture as well as reputation
- Avoids legal bills and HR resource in dealing with unhappy leavers
- Aids in attracting and retaining future talent.

The Transition Journey

- No two individuals are the same and no two career journeys will be the same
- Focused work with a career coach – essential to build trust and engagement in order to work well together
- Individual programmes tailor-made, depending upon the needs of the organisation and participants
- Destinations could include another executive role, a career change to another sector or function, setting up own business, interim management, executive to non-executive, a portfolio career or other.

Summary of support provided

- A series of one to one meetings with an experienced career coach
- Initial thinking about options, clarifying thoughts about the future, skills, range of interests, values and motivations etc (including thought-provoking workbook)
- Career strategy – identify different possibilities for the future, evaluate various options and generate the content of a strategy
- CV/ LinkedIn profile aligned to the strategy- executive or non-executive
- Identification of routes to market. Ongoing coaching to drive the strategy to delivery, including application support/interview preparation.

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I was provided with hugely valuable support; I felt that Heather connected with me as an individual, rather than as just another person going through a process. I was given clear, concise advice and assistance when I was developing CVs for both NED and ED roles. I contacted her out of the blue and she went over and above her remit, giving help with writing supporting statements for two roles. I would recommend anyone to contact Heather for calm, expert advice delivered and followed up.

Ros Hancell
Executive Director of Education, Reach To Teach

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Heather has spent the last 15 years working with senior people undertaking career transition, from recruitment to onboarding, in-role coaching and career transition. She is an experience executive coach with an MSc in Executive Coaching from Ashridge Business School.

The combination of her ACA qualification and business experience, many years of headhunting and her coaching/career transition expertise is commented on as highly valuable in achieving successful coaching outcomes for her clients.

She understands the pressures to perform that are prevalent in working environments today and their impact on individuals and teams. Above all, she is committed to developing the best possible task-focused working alliance with her clients, with clear and achievable goals in order to maximise the value of their career transition/coaching experience.

Heather has worked with Chief Executives, Directors, Senior Managers and aspiring Senior Leadership candidates across the Not for Profit, Public and Private sectors. Clients include several Government departments (SCS level), several London local authorities, Network Rail, Renewable UK, an NHS Trust, MetLife, De Beers, Kier, Foster and Partners and the Financial Times.

Joanna has 17 years recruitment experience across both Executive Search and Interim Leadership, and she has an ICF Accredited Diploma in Transformational Coaching with Animas, a leading coach training school, which complements her detailed understanding of the recruitment industry.

Having spent her entire recruitment career specialising in not for profit and public sectors appointments, Joanna brings a deep sector specialism to her career coaching work. She offers active networks, insight into the recruitment market and trends and issues affecting the sectors we work with.

She regularly works with people seeking their first Chief Executive role, those seeking to develop portfolio careers and those experiencing career transition as a result of redundancy or other changes.

Her recent appointments have included Chair appointments at Comic Relief, Prisoners' Education Trust and the Royal Armouries; Chief Executive appointments at Revolving Doors Agency and Freedom from Torture; multiple Director roles at Barnardo's and GirlGuiding as well as many roles in Local Authorities and NDPBs earlier in her career.

Reach to Teach (RTT) are an international education charity that partners with government and like minded organisations to improve the quality of primary education in India.



RTT were undergoing a highly complex change programme that involved the relocation of their operations. This change meant that a new team, including a new Executive Team and CEO, were recruited in India. The UK Senior Leadership Team, 15 people, were being made redundant. GS were asked to design a *Career Transition Programme* to support these individuals' transition into new roles.

Our Approach & Solutions

Our Executive Search and Leadership & Talent service lines worked together to combine their skills using a combination of 1:1 and workshop sessions.

1:1 Career Evaluation sessions with each participant that explored their experience and aspirations, defined their career goals and created a strategy to achieve them.

Workshops on Assessment Skills, which aimed at demystifying the assessment process, how best to prepare for interviews, and the types of psychometrics and assessment exercises they might encounter.

Completion of online Career Evaluation Workbook and Wave Professional Styles personality questionnaire, with the opportunity to discuss results with an Occupational Psychologist to examine strengths and potential risk areas in relation to chosen career paths

Workshops on the stages of recruitment, CV building and practical tips on maximising impact in the CV, supporting statement and interview.

For the Executive Team we provided 1:1 coaching sessions, focusing primarily on NED and interim role, including NED CV's and application support.

Outcome:

Increased confidence and competence in making impactful applications with some successful moves to date, including Principal Consultant in a public sector digital transformation firm. The programme received praise from all participants; NPS score of 90%.

● Heather Greatrex BA, ACA, MSc
Partner
0207 426 3984
heather.greatrex@gatenbysanderson.com



● Joanna Thornton
Partner
020 7426 3375
joanna.thornton@gatenbysanderson.com

