

Executive Search Career Transition

Making the right decision



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Introduction

Making the right decision

Who are Wellington Partners

Established in 1991, Wellington Partners is a Partnership of Ideas and Ideals.

Our business ethic is based upon total commitment to “*Quality of Service*” and “*Operational Excellence*”.

It is the cornerstone of our entire organization and the foundation upon which we have established Wellington Partners International Inc. as a true market leader. It is what sets us apart from other Executive Search / Career Transition Consultancies.

Each of our partners share a passionate belief in our ability to form an effective, close working relationship with every one of our clients. We are motivated by a common regard for total client satisfaction. Our professional staff is dedicated to applying a wealth of individual skills to our client’s short, medium and long term requirements.

And, most of all, Wellington Partners delivers optimum solutions every time.

Wellington Partners is an active member of the Association of Canadian Search, Employment & Staffing Services (ACSESS) in Canada, and strictly adheres to their ethical business practice standards.



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Executive Search

Helping you find the Best candidates

A Successful search should provide immediate returns

When replacing or adding key personnel, it is vital that a company select someone who will provide returns and benefits right from the start. This is not a simple process, but rather one that is highly specialized and extremely selective. Over the years, Wellington Partners has used its expertise and resources to actively conduct the recruitment and selection process for companies and corporations in the manufacturing and service sector. Its success rate has made it an integral part of its clients' search process.

Finding the right person takes time and expertise

There are many excellent people to choose from when seeking to fill a specific role in your company. Finding the right person for the position requires a sophisticated series of processes and procedures. Wellington Partners has the experience, specialized knowledge, and the focus that is absolutely essential to a successful outcome. It fully utilizes its comprehensive resources, highly skilled consultants, and vast network of contacts to conduct a thorough search. After extensive screening and interviewing of qualified candidates, you can be assured that only the right people will be selected for your final consideration.



There's more to methods than meet the eye

Wellington Partners performs a search in partnership with their clients and emphasizes trust, confidentiality and full disclosure in dealing with both clients and candidates. It moves through a series of highly detailed steps to achieve a successful search. At the preliminary stage, it develops two distinct lists of position characteristics; mandatory and desirable, as determined by your specific needs. At the next step the qualities of each potential candidate are measured against these characteristics to determine their suitability for the position. This process leads to a final list of potential candidates for our client's consideration.

find the Best candidates



Career Transition

Helping you meet new challenges

Companies have to make decisions every day that have a dramatic impact on their personnel. Entrusting employee's to professionals ensures that the negative effects of career change are minimized while maximizing the opportunities for new employment. Wellington Partners provides the training, support and facilities required to move employees from one career to another as quickly and smoothly as possible. A privileged relationship with each individual ensures the programs are much more than a job search road map but an attentive and personalized service, which includes accountability and a sense of team.

Career transition programs are developed for employees at all levels including executives, professional and support staff. Wellington Partners have assembled an impressive network of regional and national partners to meet your organizations requirements.

Committed to personalized service, quality, professionalism, dedication and the highest ethics are consistent and evident in every aspect of Wellington Partners' career transition programs and services. It is the very core and foundation of their philosophy and work ethic.



Meeting Your Expectations

Wellington Partners advise and assist companies with the many issues they face when conducting individual and group termination strategies including pre-notification training for Managers/Supervisors and scripting of notification messages, structure and coordination of the activity and exit plan for the day of notifications.

New Expanded Services *Career Management / Coaching for Employees or Teams*

Companies are no longer "responsible" for their employee's career development. Employees need to step forward and take charge. This program helps employees to understand the new reality and learn how to be proactive and take ownership of their careers. Employees sometimes lose site of their career path and require help getting back on track or in some cases re-engaged. This program is specifically designed to assist employees to become more self-directed in the management of their career and move them forward in their professional development. Core aspects of the program are: Self knowledge; Career knowledge; Organizational knowledge and a Professional Development Plan. The outcomes are measurable through the development and maintenance of a Personal Career Portfolio and documented plan of action. Follow up coaching and support is available to help individuals and teams stay focused and engaged.

Professional Assessment Tools *Insights Personal Discovery Profile*

Personal effectiveness is about identifying and owning your aspirations, understanding your strengths and areas needing improvement, and expanding your capabilities to align with desired results. Insights celebrates the uniqueness of each individual and empower people to recognize their team and organization and better understand their personal style, fit and focus as they take charge and begin to manage their career. Insights helps people to improve and expand work relationships through recognition of individual styles.

meeting new challenges



Our Methodology



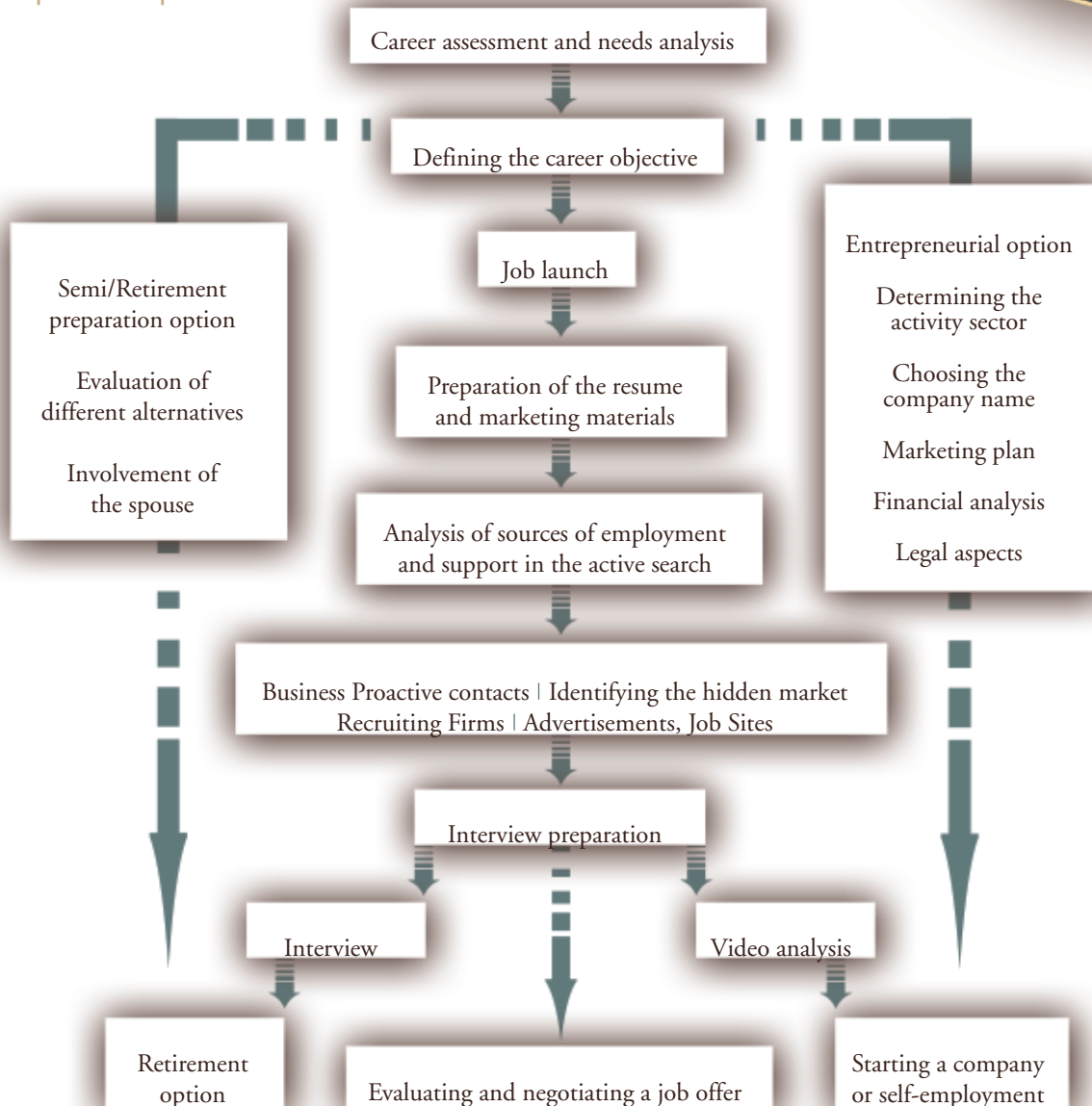
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right decision

1. Meeting with the employer to determine notification strategy and logistics. Provide training and support for those managers/supervisors delivering the announcement.
2. On site support for the day of notification to help individuals deal with the news and help them to exit the office with a sense of dignity.
3. Initial meeting arranged for the day following. Establish a relationship of trust and expand on program outline and resources available.
4. Support in the candidates financial planning. (Optional).
5. Guidance in all steps of the career transition journey.
6. Follow up support as needed.



Steps in the process



Office Facilities



Multifunctional Theatre with state of the art technology. Seating capacity of 160 with an optional classroom set up for smaller workshops and program presentations.



Executive Boardroom with seating capacity of 20. Ideal for workshops, general meetings and your off-site confidential panel selection process.



Professional and efficient work space for our client's in transition.

office facilities

