



CAREER MANAGEMENT ADVICE

The PCS Career Management Advisory Services are designed for senior executives who are planning the next phase in their career, or senior executives who would like to take stock to reflect on whether they are realising their potential or whether they have more to offer in different roles.

The process begins with an **assessment** of the individual's managerial and leadership capabilities, which then leads to the development of a strategy for **self-marketing** in order to effectively achieve any future **career transition**.

PROCESS FEATURES

- **Detailed Assessment of Leadership Ability, Managerial Style, and Personal Effectiveness**

The information will be gathered through a combination of face-to-face in-depth interviews and psychometric profiling. This will be followed by a feedback session, a Management Capability report, and an agreement on a leadership development strategy in order to build on strengths, and address any identified gaps or areas of limitation.

- **Transferable Skills**

From the management capability assessment, there will be a clear assessment of the specific core skills that apply to a wide range of jobs. These skills may range from strategic planning, the management of delivery and execution processes, team leadership skills, the ability to build a highly motivational culture, and the ability to win over clients, influence stakeholders and build successful partnerships in the business.

- **Life and Professional Objectives**

The next stage will involve the development of a life vision, which integrates personal and professional objectives, in order to create a plan on how these objectives can be achieved and how this impacts on career-related strategies.

- **Career Marketing Strategy**

If it is decided that a career move would be beneficial, then we will create and implement a self-marketing action plan. This will involve the development of a professional, achievement-orientated CV and resume, and we will assist the client in enhancing their communication skills and techniques for self-promotion.

- **Interviewing Skills with Role Playing**

Training, advice and preparation for critical interview meetings for search firms, hiring managers or boards of directors will be undertaken. We will help the client prepare and understand their 'unique selling points' and develop the skills to perform and make a significant impact in each different type of situation. This process will also include constructing good answers for the 50 most common interview questions.

- **Public Relations Campaign**

We will provide feedback on the executive's image and take stock of all aspects of personal presentation in relation to dress, speech and other mannerisms which can impact on other people's perceptions. We will then help to create a focused mailing campaign to search firms and other prospective companies.

- **Role Negotiation Support**

Finally, we will provide the client with support about how to negotiate entry into a new company. An offer of employment is not only about financial issues, but role, culture, career prospects and other developmental opportunities are some of the other factors which can impact on success and enjoyment in a particular role.