

Thinking moves *ahead*

CAREERCONNECT: SURE FOOTING FOR CAREER TRANSITIONS

A budget-friendly
transition solution
from Knightsbridge

CareerConnect is a budget-friendly transition solution from Knightsbridge. Its comprehensive approach helps clients focus on the future—and gives them the tools and support needed for success. Clients can job search anytime, anywhere – at a pace that suits their needs –with just a phone and internet connection.

Community Learning: CareerConnect is community-based

Job searching can be a daunting challenge. That's why CareerConnect:

- ◆ Provides dedicated coaching support
- ◆ Includes webinars for group learning
- ◆ Encourages clients to make contacts and join discussion forums
- ◆ Alerts clients to job search-related events in their area

Coaching: The power and comfort of one-on-one support

Personalized telephone coaching to preserve momentum and resolve issues, plus 24/7 email support for everything from resumes to interview tips.

Webinars: Interactive learning on key topics

These and other webinars are moderated by seasoned Knightsbridge consultants:

- ◆ **Effective Resumes:** What an employer wants > What to leave out > Why focus matters > Marketing and distributing your resume
- ◆ **Determining Focus and Target:** Leaving Story > Self knowledge > Transferrable Skills > Market Trends and Realities > Branding yourself
- ◆ **Contacts and Networking:** Getting and using introductions > Expanding your network > Finding hidden opportunities
- ◆ **STAR in Interviews:** Interview roles > Preparation and Presentation > Competencies and Fit > STAR Concept and Behavioural Interviewing > Answering tricky questions

On-line Intel Hub: Knowledge plus the discipline of process

Knowledge: The internet contains a mind-boggling array of job research and advice. And that's the problem. CareerConnect provides an intelligent filter, with links to dozens of useful sites to keep searches on track. The portal also includes:

- ◆ **Articles and tips** from Knightsbridge on a wide range of topics, from dealing with change to negotiating compensation.
- ◆ **JobSpyder®**, a powerful tool that enables clients to search all online employment databases in one step, using multiple search parameters

Process: A robust search involves getting one's head in the game, researching, honing search skills and negotiating job offers. Our unique Career Positioning System (CPS) helps clients tackle each of these steps, starting with a personal assessment and tailored learning path. CPS brings direction and focus to job searches.

CAREER POSITIONING SYSTEM (CPS)

CPS offers searchers a logical path—without tying them down. Each component provides an opportunity for self-reflection and assessment, plus leading-edge knowledge to improve career search success.

Clients can access content in the suggested order, or jump directly into an area of interest to learn more. With CPS, each individual chooses his or her own path.

DEVELOPING PERSPECTIVE

Dealing with employment change > Reflecting on your personal strengths, interests and competencies > Understanding the hiring cycle > Major causes of prolonged job search campaigns > Developing your leaving story

DETERMINING INTEREST, VALUES, FOCUS

Assessment tools to understand: Interests, skills and competencies > Attitudes and behaviours > Career preferences > Key job satisfaction drivers > Values and job fit > Working style

PLANNING AND RESEARCHING

Research strategy and process skills > Market research links > Print directory sources > Research using social networking sites

PERSONAL MARKETING AND SELF PROMOTION

Personal marketing strategies > Hidden market opportunities > Visible and hidden marketplaces > Identifying your core competencies > Employment sources

BUILDING CONTACTS AND NETWORKING

Professional networking practices > Creating your personal networking inventory > Networking as a selling process > Face-to-face and social networking > Asking good questions > How to work a room > Telephone networking

INTERVIEWING AND ASKING QUESTIONS

Interview strategy > Developing a positive first impression > Key questions you should ask > Understanding the STAR principle > Accomplishment memory jogger > Handling inappropriate questions > Leveraging recruiters' placement agencies > Managing written and verbal references

NEGOTIATING OFFERS AND COMPENSATION

Elements of compensation > Timing your negotiating > Maintaining your flexibility > Evaluating the job offer

NAVIGATING THE FIRST 100 DAYS

Importance of the first 100 days > Assessing the situation and setting priorities > Recognizing and avoiding common traps

CAREER CHECK-UPS

Making self-reflection a habit > Using assessment tools to perform check-ups > Accessing sounding boards and trusted advisors

TAP INTO 30 YEARS OF KNIGHTSBRIDGE EXPERIENCE

Knightsbridge is a Canadian company that has developed and delivered seamless transition solutions for more than 30 years. We've worked with hundreds of companies and thousands of clients, guiding them through the often challenging and exciting process of career change.

CareerConnect draws on everything we've learned about successful transitions. It's a robust and valuable resource for departing employees.

CareerConnect is ideal for employees who:

- ◆ Are ready to take an active role in their career plan
- ◆ Have access to a computer and Internet connection
- ◆ Need a structured job search approach

Benefits of using CareerConnect

- ◆ Dedicated individual coaching support
- ◆ Priced to fit tight budgets
- ◆ Comprehensive, tested solution
- ◆ Accessible anytime, anywhere
- ◆ Provides clients with both power and flexibility
- ◆ Connects clients with other searchers and Knightsbridge support
- ◆ Includes JobSpyder®, a web-wide, customizable job search tool
- ◆ Based on Knightsbridge's 30 years of seamless transition experience

GETTING STARTED

CareerConnect is budget-friendly and easy to use. Simply provide Knightsbridge with the names of departing employees and their ongoing telephone and email addresses. We'll make the connections and get them enrolled. And we'll keep you informed with regular reports on each user's progress.

To learn more, visit us at www.knightsbridge.ca to find the office location nearest you, or call 1-800-667-6990

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 **Knightsbridge**
human capital solutions

About Knightsbridge Human Capital Solutions

Knightsbridge is Canada's fastest growing Human Capital Solutions organization. We create innovative solutions to complex human capital challenges, and deliver challenging new thinking and holistic strategies tailored specifically for each client. We combine our depth of expertise in each key discipline to deliver powerful and integrated solutions. We collaborate with our clients to position them to remain competitive in the marketplace and drive business results. Whether it's assessment and coaching, talent attraction, organizational and leadership development, or career management and transition, look to Knightsbridge for a strategic partner who works with you to ensure your company is always thinking moves *ahead*.

www.knightsbridge.ca