



SRI Executive

Search & Consulting

Lasting Impact Starts With Us



Empowering Transitions:

Career Coaching, Development and
Job Opportunities



INTRODUCTION

Managing staff changes or transitions can be challenging for any organisation and its employees, but ensuring staff are supported and respected throughout the process fosters a smoother transition and demonstrates the organisation's commitment to their well-being

SRI offers a strategic, supportive approach to guide employees through these transitions with confidence and purpose. Our tailored services empower individuals to make informed career decisions, align their skills with new opportunities, and enhance their professional brand for future success. We design customised packages to assist organisations navigating downsizing or restructuring efforts and partner with local experts to deliver outplacement support for locally recruited employees.

By investing in comprehensive career coaching and job search support services, organisations demonstrate their commitment to valuing people, fostering positive morale, and maintaining a strong employer brand.

Our Key Services Include:

1. Individual Coaching
2. Group Coaching
3. Personalised Career Advice
4. Job Opportunity Sourcing

INDIVIDUAL COACHING

Temitope Richard-Banji
SRI Executive
Leadership Manager – Consulting



Personalised coaching supports individuals in redefining their professional identity and aligning with new goals, whether they are exploring early retirement with continued sector engagement, pursuing mid-career or senior transitions, or planning their next strategic move.

Through focused sessions, participants gain clarity, enhance their brand, and develop a clear vision to position themselves confidently in a competitive market.

This targeted support ensures a smooth and purposeful transition to the next chapter of their career journey.

Timeframe: The program consists of four to six one-hour sessions and can be completed within two to three months. This timeline balances structured learning and the time participants need to integrate insights and apply their new skills effectively.

KEY ACTION POINTS

Self-Knowledge and Professional Insight: Facilitate guided self-reflection exercises to clarify career motivations and articulate professional aspirations. Provide a comprehensive review of career history and accomplishments.

Leadership Capabilities: Introduce the "Leadership Code Self-Assessment" to evaluate essential leadership skills and provide feedback using recognised tools.

Professional Brand and CV Optimisation: Assist in developing an impactful CV and refining a professional brand that resonates with current market demands.

Customised Job Opportunity Identification: After completing coaching and building trust with the SRI consultant, leverage SRI's expertise in the non-profit and public sectors to curate a list of relevant permanent and temporary job opportunities that align with the participant's career objectives. This involves leveraging SRI's networks and knowledge of mid-level and C-level management positions.

Personal Plan Development: Collaborate with the individual to create actionable steps for enhancing leadership skills, set career goals, and identify suitable opportunities.

Interview Preparation: Offer one-on-one coaching focused on preparing for leadership interviews, including tailored practice sessions and feedback.

GROUP COACHING

The group coaching program is designed for mid-level and junior professionals seeking to strengthen their professional identity and improve their market positioning.

Participants may explore new career directions or strategise their next steps within their current field.

Through a series of collaborative group sessions, this program will address key areas to support their professional growth and transition, allowing them to face any obstacles when presenting their skills and experiences in a competitive market.

Timeframe: The group coaching program (limited to 8-12 participants) is designed to be flexible. Key topics are covered in three to four sessions. The program can be completed within one to two months, ensuring participants have adequate time for thoughtful reflection and application of insights gained.

KEY ACTION POINTS

Insight: Group discussions introduce participants to tools that foster self-awareness and help identify their professional strengths. By exploring essential leadership terminology, participants will become better equipped to articulate their capabilities clearly and confidently.

Branding: This module will guide participants in developing their professional brand and crafting a compelling CV that effectively showcases their achievements. Participants will also gain tailored advice on identifying job opportunities within sectors aligned with their experience and capabilities, along with strategies to ensure their personal brand stands out in the job market.

Interview Preparation: This session will focus on best practices for job interviews, including essential do's and don'ts. Participants will receive practical tips for preparing for impactful and meaningful conversations, positioning them to navigate the interview process successfully.



Tom Ellum
SRI Executive
Director of Consulting

CAREER NEXT STEPS

Our advisory service is designed for professionals who seek guidance in aligning their passions and skills with job market demands after gaining clarity on their strengths and interests.

Through honest and insightful discussions, participants will receive support in identifying realistic career opportunities and defining actionable steps to move forward on their career path.

Timeframe: Two sessions are recommended and offered individually, each lasting approximately one hour.

KEY ACTION POINTS

Clarity on Strengths and Interests: Conduct in-depth discussions to identify core strengths and professional interests.

Career Path Exploration: Advise participants on the realistic next steps in their career paths, mapping out strategies based on current job market trends.

Goal Setting: Support participants in outlining a clear plan for pursuing new roles that match their skills and passions.

Networking Support: Advise on effective networking strategies, including attending industry events and leveraging social media platforms like LinkedIn.



Andrea Nava
SRI Executive
Executive Search Consultant

JOB OPPORTUNITY SOURCING

Job Opportunity Sourcing is designed for professionals who have defined their next career steps but require support in identifying opportunities that align with their goals and capabilities.

While traditional recruitment companies often focus on the private sector, SRI stands out with its expertise in the non-profit and public sectors and its comprehensive understanding of mid-level and C-level management roles. SRI offers selected professionals tailored access to permanent and temporary job opportunities that match their career objectives in both the public and private sectors.

This service, coupled with coaching in capability branding and interview preparation, ensures that candidates are well-positioned for success and matched with roles that best fit their goals.

KEY ACTION POINTS

Interview Techniques Training: Provide training on effective interview techniques, including common question types and strategies for answering them.

Customised Job Opportunity Identification: Use SRI's expertise in the non-profit and public sectors to curate a list of relevant permanent and temporary job opportunities that fit the participant's career objectives. This involves leveraging SRI's networks and knowledge of mid-level and C-level management positions.

Behavioural and Situational Questions: Prepare for behavioural and situational interview questions using the STAR method (Situation, Task, Action, Result).

Confidence Building: Offer tips and strategies for managing interview anxiety and building self-confidence.



PSYCHOMETRIC PROFILING

EQ-I 2.0

How we perceive and express ourselves, form relationships with colleagues, and handle challenges are crucial in a professional setting. Emotional intelligence (EQ) is considered more important than IQ, as well as technical skills and professional knowledge in today's competitive business environment. SRI Executive consultants are certified to administer the EQ 2.0 Leadership Assessment for Individuals and the EQ-360 Multi-Rater Assessment to enhance self-awareness, improve management skills, and motivate teams. The EQ-I 2.0 is a validated assessment tool backed by over 20 years of research. It is fully automated, where participants complete an online questionnaire that generates a detailed report on their emotional intelligence.

HOGAN

The Hogan Personality Inventory (HPI) assesses bright-side personality traits, which describe how individuals interact with others at their best. This tool is valuable for identifying suitable hires and developing strong leaders. Based on the California Psychological Inventory, the HPI measures normal personality in adults, mainly in work settings for selection and development purposes, and can also be used in research and counselling. Introduced in 1992 and updated in 2007, it relies on Socioanalytic Theory, which suggests people want to 'get along' with and 'get ahead' of others. Individuals' responses to the questionnaire reveal how they wish to be perceived.

DISC

DISC involves measuring psychological traits, abilities, and attitudes. The DISC profiling system uses online profiles based on Carl Jung's behaviour temperament model. DISC is a popular four-quadrant model represented through various graphical forms by different companies. It assesses behavioural styles and preferences, objectively evaluating candidates' strengths and weaknesses. These standardised tests are scored objectively, with multiple-choice questions ensuring unbiased results.



KEY DELIVERABLES

SRI Executive is committed to providing tailored, high-quality support to help an organisation's departing staff navigate this transition smoothly and successfully. We aim to facilitate a positive and productive career transition for all affected individuals by addressing these key areas.

KEY DELIVERABLES FOR SUCCESSFUL TRANSITION

1



Individual Coaching:

Participants gain clarity on their career direction, improve their positioning for future roles, and enhance their leadership capabilities.

2



Group Coaching:

Participants enhance their self-awareness, build confidence, and receive peer feedback. They leave the program with a refined CV, a clear brand message, and a strategy for approaching job opportunities.

3



Career Next Step:

Participants benefit from tailored guidance that aligns their skills and aspirations with practical job opportunities, creating a clear pathway to pursue their next career move.

4



Job Search Support:

Individuals have access to curated job opportunities, a strengthened professional brand, and support in navigating the application process, positioning them well for securing roles aligned with their career vision.



STAND ALONE SERVICES

INTERVIEW PREPARATION

Initial Consultation:

- Discuss interview experiences, concerns, and specific areas where improvement is needed.

Interview Techniques Training:

- Provide training on effective interview techniques, including common question types and strategies for answering them.
- Conduct mock interviews to practice responses and receive feedback.

Behavioural and Situational Questions:

- Prepare for behavioural and situational interview questions using the STAR method (Situation, Task, Action, Result).

Confidence Building:

- Offer tips and strategies for managing interview anxiety and building self-confidence.
- Conduct practice sessions to help employees become comfortable with the interview process.

Feedback and Improvement:

- Provide constructive feedback after mock interviews.
- Offer suggestions for improvement and additional practice as needed.

CV WRITING

CV Review and Analysis:

- Review existing CVs to identify strengths and areas for improvement.
- Conduct interviews to gather additional information and accomplishments.

CV Template Drafting:

- Create a professional CV template tailored to industry standards and individual needs.
- Guide on highlighting key achievements, skills, and experiences compellingly.

CV Feedback and Revisions:

- Present the draft CV to the employee for feedback.
- Make necessary revisions and ensure the final version meets industry expectations.
- Conduct a final review of the CV to ensure accuracy and polish.
- Provide tips on how to customise the CV for specific job applications.
- Offer guidance on CV distribution and usage in job applications.



CUSTOMISED SERVICES TO FIT YOUR BUDGET

At SRI, we understand that every organisation's needs are unique, and we tailor our services to align with your specific requirements. Our individual coaching sessions provide personalised, high-impact guidance for transitioning employees, while group coaching sessions and workshops are thoughtfully designed to maximise support during periods of organisational change.

We work closely with our clients to develop solutions that are both impactful and aligned with their budgets. Factors such as the number of employees supported, the format of the sessions—whether virtual or in person—and collaboration with trusted local partners are all considered to ensure cost-effective and meaningful delivery. Our goal is to provide meaningful support that aligns with your organisation's goals and empowers your employees to move forward with confidence.



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