

Frequently Asked Questions:

For Executives, Senior managers, Consultants, Partners, Leaders who have been successful but want to take stock.

Who is this service for?

This service is designed for those who have been successful in their career to date and have reached an executive / senior position, or are recognised as a leader in their field within their organisation or sector. Typically, this is someone who has 3 to 5 years experience either at senior management level, managing a department with budgetary responsibility or a senior consultant / partner in a professional services organisation with significant leadership experience in their discipline.

Despite your success, you feel it is time to take stock and see if you need a change of direction, pace or a new approach to how you manage yourself and your workload. It could be that circumstances have forced you to review your situation, such as the possibility of redundancy, a change of leadership in your current firm or a downturn for your organisation or sector. The solution for you could be a complete change of direction; a similar role in a different setting; a coaching programme to help you manage your current situation in a smarter more satisfying way; or a combination of these solutions.

We have worked with senior people and leaders from a wide range of sectors. This includes high profile leaders in the public and private sectors, executives in the healthcare, pharmaceutical, finance, arts, local governments, national sales managers, partners in legal and other professional service areas.

I am not sure whether I need coaching or a career review?

There is a fundamental difference in focus between the Coaching Programme and the Executive Career Review Service.

Career Review: A full career review involves a thorough investigation of your career to date including the highs and lows and the key learning. Maybe you have become unfulfilled working in the same area for many years. Maybe you have achieved success despite a misfit with your career choice? The question is do you need a complete change of direction, or a strategy for re-defining and re-orienting your career? Using the assessments and background information combined with our in-depth knowledge of executive career management, we will enable you to make sound career choices for the mid to long term.

Coaching: Coaching provides support to the individual to resolve specific issues. For example, you are in the right career but you are struggling with a key relationship (often a boss or a direct report); you are doing the job of 2 people and only being paid for one; You have nothing of interest to do and are becoming bored. Your career may not be moving at the pace you had hoped; Or you may have missed out on a promotion and are feeling demoralised as a result. Focussed career coaching enables you to resolve a range of work issues relating to the role, the workload and key relationships so you can move forward in your career with greater clarity, satisfaction and control.

For some people, it is clear which service is the most appropriate. For others, there is a need to tease out their current scenario and thoughts a little more before beginning the service. In every case, we would have a detailed initial chat about your scenario.

How does the process work and how long does it take?

The following is a brief overview of the career review and coaching programmes.

CAREER REVIEW	COACHING
<ul style="list-style-type: none">• Profiling & Career Questionnaire• Career Consultation• Feedback Report• Develop CV and prepare plan of campaign• Career research• Interview preparation and formal coaching• Follow-up include formal meetings, email and phone support over 18 months	<ul style="list-style-type: none">• Profiling (optional)• Establish coaching agenda• Agree the number of sessions and timetable• Coaching sessions followed by action plan / learning in email• Follow-up by phone and email

Once you sign up for the process, we send you an email so you can complete

- A detailed career questionnaire exploring aspects of your education and career to date including highlights and dislikes
- The psychometric assessments relevant to the agenda developed

These need to be completed at least two days in advance of our initial consultation so we can explore your profiles and prepare for the session. The Career Consultation itself takes 2 hours and generally takes place during working hours at our offices.

The coaching sessions take 90 minutes each. If required, these can be scheduled at start of the day, over a lunch hour or towards the end of the day to integrate into your working schedule, however some flexibility is required.

What are the psychometric assessments and how long do they take?

The psychometric assessments are questionnaires that enable us to identify and highlight your strengths, motivations and work interests. These are specifically designed and validated questionnaires for the world of work. When working with people in demanding role, we also use a questionnaire, which explores performance under pressure. This is very valuable in establishing a career management and coaching agenda.

When completing the assessments, it is important to note that there are no wrong and right answers. The assessments take about 20 minutes each to complete and are taken on-line in advance of the initial programme. The feedback is discussed with you during the consultation and used to develop either a new career path or coaching agenda.

I have taken personality assessments before as part of management development programmes. What new information will I learn?

There are thousands of test publishers with huge variations in the quality of assessments. Assessments taken as part of management development programmes have a specific focus, which is designed to enhance performance in a particular role or area. By their very nature, they are not going to provide a comprehensive overview of your strengths and highly unlikely to result in someone saying "hey, have you ever thought about this career path that is unrelated to your current organisation?"

We have taken great care in selecting the assessments we use and invest in continuously developing our expertise in this area. Based on the feedback from clients, the profiles are consistently accurate and the opportunity to discuss them with an expert is an invaluable part of the process. One of the most common things that clients say is "the profiles captured my qualities in a way that I had not thought about them before".

Do you have contacts with recruitment or executive search agents?

Firstly, we are not a recruitment agency although we have managed recruitment processes for organisations such as Culture Ireland and The Law Library. We have informal contacts with the recruitment sector, which has given us an expert insight into that area. The key thing to bear in mind is that only 20% of roles at best are placed through recruitment agencies and the plan of campaign we develop as part of the career review service reflects that. If it is appropriate to your situation, we may be in a position to put you in contact with someone in our network but this is discussed with you in advance.

How much does each service cost?

1. The **Executive Career Review Service** costs €895. This includes the assessments, career consultation, career report and detailed follow-up over 18 months. The follow-up consists of formal meetings to redefine your CV, prepare for interview and plan the campaign as well as informal support by phone and email.
2. The cost of the **Coaching Service** depends on the number of sessions and whether or not it includes psychometric profiling. The fee for profiling, feedback session and report as part of the coaching service is €500 and coaching programmes range in price from €1,100 (for 4 sessions) to €1,800 (for 8 sessions)

Call us now for a chat: (01) 6425721

Send us an email

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