

How we match your people with the right consultant

Putting people with people is the hardest thing we do. No matter how good the service is, without the right chemistry fit it just doesn't work. At Connor we are passionate about getting the right match – to create the perfect partnership between your employee and our consultant. We do this for each of your people by following this process:



Initial conversation

When we have your permission, our client services manager will phone your employee to find out more about them. They will be asked about their current role, background and career objectives plus the personality and style of consultant that they feel would best suit them.



Consultant matching

Connor has a pool of talented, highly experienced outplacement consultants based throughout the UK. Our client services manager and our head of outplacement will compile a shortlist of suitable consultants that best meet the needs of your employee.



Selection process

Our client services manager will talk through the biographies of the peer level consultants who most closely match the needs of your employee. They will then phone them and agree who is the right consultant with the reason for our selection.



Consultant briefing and initial engagement

Our client services manager will phone the consultant to give them a comprehensive brief on your employee. The consultant will phone your employee to introduce themselves and to arrange a date for the chemistry meeting.



The chemistry meeting

This face to face meeting is crucial. It is an opportunity for your employee and our consultant to get to know each other and confirm that they are suitably matched.



Follow up

Following the chemistry meeting our client services manager will phone your employee to get their feedback on the consultant and confirm if they want to work with them.

The chemistry of outplacement is a little bit like dating – we don't always get the match right first time. If your employee wants to consider a different consultant following their chemistry meeting we will immediately put them in contact with an alternative consultant. In 25 years in business, we haven't got it wrong twice.



Success

Your employee, in partnership with our consultant, is ready to find the right next career move.