



# CAREER TRANSITION, OUTPLACEMENT AND MENTORING

## MARK NICOL *Managing Director's Profile*

Having completed a Bachelor of Economics degree, Mark's career commenced with a major international firm of Chartered Accountants and he later became a Fellow of the Institute of CA's. Mark's career, which included several international postings, exposed him to a wide range of companies in a variety of industries, giving him a sound commercial knowledge.

Mark joined the Executive Recruitment industry in 1988 with a large national organisation. His success led to a promotion to the General Management of their operations in Queensland. From 1990 until 1996, Mark moved through international and local consulting groups (including being a Director of Deloitte Touche Tohmatsu) continuing to build his client base, recruiting from middle to senior management in both the private and public sectors. In addition, he specialised in Management Development Training, Remuneration Consulting, Outplacement/Career Transition, Professional Services Marketing and wider Human Resources and Management Consulting.

In 1996, Mark established MDN Consulting.

Given global economic conditions, many professionals are currently taking stock of their achievements, future challenges, remuneration and job security and satisfaction levels. They frequently contact us to talk through their career, business and life issues. People are also considering planning for change and to achieve more work/life balance in order to consolidate their position.

This trend is expected to continue for some time with potentially higher levels of unemployment, redundancies, retrenchments, downsizing and corporate re-organisations. At minimum, this economic situation will force most professionals to re-evaluate some or all aspects of their careers and related continuity of income.

This article is not intended to be a "scare tactic" or to "preach doom and gloom". Rather, it is a practical and pragmatic piece of advice for you to consider proactively managing your career and related issues so that you are appropriately prepared for change.

Some critical questions to consider include:

- what happens to your employment situation if the economy continues to deteriorate? Have you planned for this? Are you taking a "proactive" or "reactive" stance to career planning?
- have you really ever achieved the right role or work/life balance for you and your family?
- do you have a good understanding of your strengths and weaknesses, particularly as they impact on your marketability?
- is your resume/covering letter and other relevant documentation up-to-date and responsive to current market requirements?
- do you know how to handle an interview in the current environment?
- do you have a strong network to "lean on" as a mechanism for finding the right role or do you need to tap into other networks?
- have you considered becoming a director, contractor, consultant or otherwise setting up your own business? Do you know how to go about it? Are you worried that many others are doing the same thing (mistakenly believing that they are all competitors)?

The MDN Consulting Career Transition/Coaching processes and related Outplacement and Mentoring programs essentially tackle the four key areas of successful transition:

- Getting your "head" right (e.g. planning, analysis, skills leverage, remuneration, potential targets and roles, etc)
- Getting the paperwork right (e.g. resume, flyers, application letters, responses to key selection criteria, etc)
- Getting your verbal presentation right (e.g. mock interviews, presentations and networking scenarios)
- Getting your marketing and networking right (e.g. tapping effectively into the hidden and visible job markets).

This is achieved via:

### **MENTORING**

A highly skilled and experienced team will guide you and improve your chances of successful attainment of more lucrative business and employment opportunities in the Australian market.

### **PERSONAL EXPERIENCE**

The MDN team members have many years of personal experience in business, career and life transition issues. We have been there before.

### **CONTACTS AND CONNECTIONS**

MDN Consulting has a wide range of networks throughout many professions, sectors and industries, helping you to more effectively tap into the Australian market.

### **EMPLOYMENT OPPORTUNITIES**

Via MDN's extensive database, you are provided with a market-driven approach that cross-references you with potential employment opportunities.

Mark Nicol can be contacted on (07) 3711 9581 or (0418) 366 493 or via email at [mdnconsulting@bigpond.com](mailto:mdnconsulting@bigpond.com)

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