



Outplacement Services for the 21st Century

McClure
Management
Group, LLC

Career and
Transition
Management
Services

New Directions in Career and Transition Management

For over a decade our corporate clients have relied on Selective Staffing, Inc.'s superior executive search and staffing abilities. Now they have asked us to respond to the challenges of career transition and outplacement in the 21st century.

We are a forward-looking career transition and management services company. Our services are tailored to your corporation's goals and to the individual needs and concerns of your employees. Our goal is to turn outplacement into opportunity by offering state-of-the-art techniques and training in a positive and supportive environment.

The McClure Mission

- **Partnering to manage change:** We work with our corporate clients to create a smooth and caring transition for departing employees while helping you provide a productive and positive environment for employees remaining at your organization.
- **Training for the future:** We work with employees in transition to develop superior job search skills and help them to develop and implement their own plan for their career and their future.

The McClure Methodology

FOCUS™, our proprietary, holistic process, helps individuals to develop and to implement their own future-driven career path. We customize our methodology to meet each participant's individual needs rather than following a "one-size-fits-all" approach.

Using FOCUS™, participants take part in the following:

- **Foundation:** Fashion the Career Plan
- **Opportunity:** Optimize "Yourself"
- **Career:** Create the Market for "You"
- **Understanding:** Unify the Vision
- **Strength:** Sell and Excel

Utilizing McClure's copyrighted content and interactive exercises, participants transition quickly to take charge of their own search, while enhancing valuable career management skills.

McClure's Goals

Our goals are multiple: to be responsive to our clients' needs and budget, and to provide the highest level of service for transitioning employees. McClure's experienced management team and diverse staff have broad expertise in business. This is what allows us to set goals and operate at the industry's highest standards. McClure's quality leads to participants' success.

McClure's Core Services and Program Duration

The McClure Management Group utilizes an assessment-based model to customize the outplacement process for each participant. Although the duration of services will vary according to the individual's level, role and outplacement package, the fundamentals of our methodology are consistent throughout.

Executive Management

Three months or longer.

Services include:

- Intake and Strategy Meetings
- Executive Empowerment Seminars
- Executive Career Consulting Services
- Executive Coaching
- Executive Business Advisory Services
- Executive Career Transition Groups
- Executive Skill Enhancement Seminars
- Online Service Support
- Administrative Support Services and Additional Services Available

Professionals and Middle Management

One to three months or longer.

Services include:

- Intake and Planning Meetings
- Executive Empowerment Seminars
- Executive Career Consulting Services
- Executive Skill Enhancement Seminars
- Online Service Support
- Administrative Services and Additional Services Available

Clerical and Administrative Personnel

Ten hours to one month or longer.

Services include:

- Intake Meeting
- Career Transition Seminar
- Career Consulting Services
- Online Support Services
- Defined Administrative Support Services



Additional Services

Depending on the individual participant's situation, additional services may include:

- Enriched Self-assessment Tools
- Specialty Technical Skills Enhancement
- Spouse/Partner Co-consultative Support
- Specialized Online Research
- Work/Life Balance Counseling

McClure's Value Added

McClure Management Group has assembled an experienced and diverse team. Over the past decade, McClure's professional coaches and career consultants have helped thousands of men and women find new and valuable career opportunities.

McClure Management Group's parent firm, Selective Staffing, Inc. of New York and New Jersey, was founded more than ten years ago. An industry leader in executive search and temporary staffing, Selective Staffing is a full-service human resources solutions firm. Selective Staffing's responsiveness to clients and quality service has earned it numerous industry and peer awards from corporations including: JPMorgan Chase's Supplier of the Year; National Minority Business Council Outstanding Community Service Award; National Minority Supplier Diversity Council's Minority/Woman Business Enterprise Supplier of the Year Award; *Crain's New York Business* and *Hispanic Magazine's* Entrepreneur of the Year Award.

**Transition is a Must.
Success is a Choice.™**

Find out how McClure can help you help your employees.

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