



Executive Transition

With economic pressures mounting, more executives are being asked to change roles or leave their organizations entirely.

Many people facing termination or a reduction or change in power or position are asking for exit packages that include some kind of career or life coaching.

WJM Executive Transitions is a confidential and unique career/life management service through which our highly skilled coaches assist a senior executive in strategizing and implementing his or her next phase in an already successful career. We work with the executive to see themselves as a business onto themselves.

WJM adopts a coaching methodology that focuses on defining the senior executives' future goals, aspirations and unique talents. Unlike typical, "cookie-cutter" outplacement services, WJM Executive Transitions™ assigns the senior executive to a personal career transition coach, or team of coaches, who collaborate on a highly customized and highly personalized transition campaign. Our differentiator is that we blend the great fundamentals of career transition with excellent coaching and career management consultation. The outcome is an individualized strategy for self-marketing to ensure personal development and long-term career success.

The service doesn't end once the job is landed.

WJM works with the executive to negotiate the hiring package, mindful that an offer of employment is not only about money issues. Fit, culture, career objectives, and learning opportunities are some of the other essential success factors. WJM will assist the client to evaluate, compare, and then negotiate the best opportunity.

Finally, WJM stays with the newly hired executive to ensure their success in the new company and position. We emphasize assimilation into the culture, building winning relationships with other executives and direct reports, identifying critical objectives, and clearly defining expectations.

Client Success

Thanks to my WJM Coach and the WJM team for all the support - professional and emotional - that they have provided me during my transition. WJM set me up for success from the start, helped my confidence and kept me moving forward. As a team, WJM always had great insights along the many steps during the search process - from the 'branding' of myself to the process of successful interviewing to the negotiations to finally coming to an agreement with my new employer. I landed in a role and company that was pretty much in the bull's eye of my target.

- Tom McDermott, Vice President, Capital One

My WJM Consultant helped me a lot, helping me with expectations and managing frustrations - knowing it's normal to experience these things. The process was outstanding. It was a customized approach, not just something off the shelf. The research and clerical support was great. Everything WJM did was perfect - that's why I've referred people to them.

- Elroy Cartwright, Marketing Director, Vonage Holdings

How WJM Brings Quality Control to Executive Transition

Faculty

While many career transition companies offer the services of a small team, or even a single consultant, WJM's highly experienced faculty of over 100 professional coaches, organizational psychologists and other consultants allows for greater adaptability in complementing the personality, developmental needs, industry, personal background and even the language of the executive being served. This unique Faculty approach provides maximum flexibility in delivering all of our transition programs, which are designed from the bottom up for the specific challenges of the executive.

Experience

WJM chooses Transition Coaches with direct business experience and a strong, real world understanding of business corporate dynamics. In fact, many of our Faculty members have proven track records in senior corporate positions in industries similar to those of WJM's clients. The Company has received consistent positive feedback from clients who appreciate that WJM's services are delivered from experience, rather than just theory.

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WJM ASSOCIATES, INC.

Account Directorship

WJM offers experienced Account Directors (ADs) who serve as strategic partners to our clients. Our ADs collaborate closely with line managers and human resources executives to define requirements and success factors, while establishing the most comprehensive and strategically effective approach to Executive Transition. ADs ensure that the process is moving forward appropriately and that all deadlines and expectations are being met. They provide monthly "report cards" on each specific engagement, providing to HR and management an overview and status update against established goals and developmental action plans.

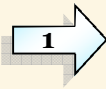
Serving the Organization

While we aspire to address the individual needs, we never lose sight of the fact that the executive transitioning is doing so from an organization that has commissioned our services. Our faculty are deeply committed to helping individuals lead better lives, but they are only successful when that benefit comes in addition to meeting specific organizational objectives and delivering significant bottom-line value.

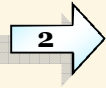
WJM Clients

- Bank of America
- Bank of NY Mellon
- Bristol-Myers Squibb
- Capital One Financial
- Celgene
- Citigroup
- Cordis
- Cytec Industries
- Deloitte & Touche
- Diageo
- DuPont
- Eaton
- GMAC Financial
- Goldman Sachs
- Home Box Office
- The Interpublic Group
- Johnson & Johnson
- J.P. Morgan Chase
- LG Electronics
- Lockheed Martin
- MasterCard
- McGraw-Hill
- Merrill Lynch
- Montana State University
- Morgan Stanley
- MTV Networks
- Motorola
- NewPage
- Nielsen Media Research
- Panasonic
- Pepsico
- Pitney Bowes
- Schering-Plough
- Sprint Nextel
- Time
- UCB
- Western Union

The WJM Executive Transitions™ Process



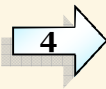
CONDUCT ASSESSMENT - The executive participates in a limited battery of tests, a face-to-face in-depth interview, and a feedback session, which culminates with a written personal developmental plan.



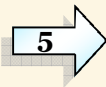
IDENTIFY TRANSITION OBJECTIVES AND STRATEGY - Together with his or her WJM Coach, the executive develops a vision of career success, which integrates personal and professional lives. We collaborate on developing a strategy to insure this success. We explore what type of work activities are most exciting, rewarding, challenging, and fun to the executive.



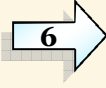
BUILD MARKETING STRATEGY AND ACTION PLANNING - Together, we develop a professional, accomplishment-oriented resume and an achievements profile. We assist the individual in enhancing communication skills and techniques for self-promotion.



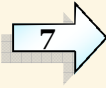
DEVELOP PUBLIC RELATIONS CAMPAIGN - The executive's image is evaluated. We address all aspects of personal presentation: dress, make-up, and speech. We then create a focused networking and mailing campaign to contacts, search firms and companies.



INTERVIEWING SKILLS TRAINING WITH ROLE PLAYING - The executive is prepared for critical interview meetings with search firms, hiring managers, HR screening, and Boards of Directors.



CONDUCT MARKET RESEARCH - WJM will continually generate and update information on target industries, individuals, and companies.



NEGOTIATE NEW HIRING PACKAGE - An offer of employment is not only about money. Fit, culture, career objectives, and learning opportunities are some of other essential success factors. WJM assists the client in evaluating, comparing, and then negotiating the best opportunity.



ON-BOARD COACHING - To ensure success in the new company and position, WJM stays with the newly hired executive. We emphasize assimilation into the culture, building winning relationships with other executives and direct reports, identifying critical objectives, and clearly defining expectations.

About WJM Associates

WJM was founded in 1996 by William J. Morin, a renowned authority in executive development and the former CEO of Drake Beam Morin, Inc., one of the world's largest outplacement and career management firms. Today WJM has an unsurpassed track record of successfully assisting both Fortune 500 and mid-sized companies in achieving continuous and measurable improvement in the performance of their executives, teams and organizations. Our services include assessment and coaching for individuals and teams, as well as large-scale organization change efforts, including post-merger integrations, succession management programs and many other initiatives. WJM has an extensive faculty of over 100 professional executive coaches, organizational psychologists and other experienced consultants located around the world that are prepared to address the particular needs of an individual executive, his/her team or the entire organization, whatever the industry, location, corporate culture or language.



WJM ASSOCIATES, INC.

Enhancing Executive & Organizational Effectiveness

**For more information, please call 1-877-667-4647
or visit us at www.wjmassoc.com.**