

### ***Thinking of a career change – have you thought of Consulting?***

My name is John Gilbert, I am the owner of options Consulting Group and my organisation provides Permanent and Contract Recruitment Consulting, Human Resources Consulting; Career Transition & Outplacement Services.

A career in Consulting doesn't always spring to mind as a first option and often is discounted as a viable career step because of misinformation &/or lack of a thorough understanding of the industry, role, rewards.

The economy and prospects generally have improved markedly and I see a fantastic opportunity to build on our successes. Being a smaller company with a stable consulting team, we have benefited significantly over the last few years at the expense of our larger competitors because of our stability and continued innovation which has ensured continuity of relationships with all stakeholders.

Everyone who comes into contact with the recruitment industry has a view of recruitment and recruiters. Depending on how you have been treated, your impression of our industry as a whole will either be favourable, average or bad! Another source of information - people "who have been in the industry" - can potentially be misleading; there will be many reasons for leaving an industry although it's highly unlikely to include being too successful!

The fact is there are numerous differences between Recruitment Company's – and individual recruiters. These differences include business culture, business process, remuneration strategy, performance management, training, personal ethics, to name a few.

Generally, bigger consulting firms are more process driven, have a steady turnover of employees and the role of recruitment consultant – should I say "Recruiter", is narrowly focussed.

Smaller companies are mostly niche specialists and usually enjoy long-term close relationships with their client/candidate stakeholders. In the main, relationships are personality driven and strongly reinforced by successful outcomes.

## ***Do you want to know how to judge whether you're suited and ready for a career in Consulting?***

Hopefully these few pertinent "facts" will assist and if you're interested in pursuing a discussion with Options Consulting Group regarding a career with us, I invite you to contact me.

Many people, when asked "have you considered a career in Recruitment Consulting", respond:

- *"No – what's involved?"*

### ***Facts:***

- you are successful in your current role &/or profession
- have a healthy self esteem
- Ambition based on maximising your potential in a balanced manner
- Goal setting/goal achieving comes instinctively
- Thrive on providing solutions
- understand business processes, organisational culture & behaviour
- enjoy the challenge associated with being responsive and delivering service

Some answer the same question with;

- *"Yes, I have but I don't think I'm quite ready"*

### ***Facts:***

- If you are determined to succeed, seek to be both autonomous & accountable – in other words being capable of personal reflection, willing to (honestly) question your own performance and adjust your effort accordingly, then you're ready.
  - If you have a developed understanding of how organisations function and the relationship between work and process; leadership and performance; culture and behaviour then you're ready.
  - If you want to be seen as a trusted advisor - somebody respected for providing solutions and successful outcomes - *not just selling*, then you're ready.
  - If you truly accept the notion that by focussing on delivering outcomes, income takes care of itself, then you're ready.
- *"I've still have some way to go in my current career before I'm ready"*

### ***Facts:***

- Recruitment Consulting is an equally valid career; it is using all of your competencies, knowledge and experiences – life & work, just in a different manner.
- If you enjoy using your behaviour style to influence and persuade; your knowledge, training and experience to understand, recommend and judge – and are comfortable dealing with commercial matters then you're ready.
- If you are able to balance the requirements of business and relationship development with project management and administration then you're ready

- *“I don’t think I’m experienced or old enough”*

**Facts:**

- Consulting – Options Consulting Group style, is not the domain of any particular age group or gender, younger or older.
- A key ingredient for success will be your maturity – most likely a product of your life experiences to date; and business acumen.
- If you have a genuine interest and empathy for people and can maintain objectivity when providing advice or making judgements you will be successful.
- If you recognise excellence in service and are prepared to deliver excellent service through actions, communications and time management, you will be successful.
- If you have been successful and strive for further success, then you have every reason to believe you will be a successful Recruitment Consultant.

- *“I’m not willing to consider incentive based income?”*

**Facts:**

- That’s a fact for certain people.
- If you have an honest work ethic; this doesn’t mean work hard, it means work smart - consistently, you will earn significant income.
- Income is earned by employing a variety of established and successful strategies including team based collaboration – you’re not alone.
- Options Consulting Group has one of the most generous incentive plans in the Industry.

- *“How long before I start generating income?”*

**Facts:**

- The basis of generating income is a combination of business development strategy, focus, energy, persistence, commercial acumen and collaboration. Above all – you need to believe in yourself!
- Options Consulting Group provides:
  - “state of the art” database systems for managing your business
  - access to industry trading partners operating locally, nationally, regionally, globally and shared business opportunities via membership of NPA The Worldwide Recruitment Network
  - collaborative team culture working on shared business opportunities
  - coaching, mentoring and support on a continuous basis
  - Sustained marketing and communication strategies

- *“Why Options Consulting Group?”*

**Facts:**

- 27 years of success and going strong “Facilitating growth in Business and People”
- Sustained Business Partner/Trusted Advisor approach has generated an impressive reputation
- Unique processes, commercial terms & conditions
- Team based culture
- Be coached by a 30 year veteran in Executive Recruitment and supported by a proven and successful team.

This is a genuine opportunity to apply your knowledge, skills and experiences in an alternative career, maximize your income and enjoy the next growth phase of Options Consulting Group.

I look forward to receiving you expression of interest.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'John Gilbert', with a large, stylized initial 'J' and 'G'.

John Gilbert  
Owner/Principal