



Executives In Transition



Nick Boccolucci Ph.D. coaches execs through transition.

A program designed for personalized choices.

Career Partners International/RWCA continues to experience demand for career transition services catering to the senior executive. Growth within the outplacement industry remains strong with a noticeable surge to support the experienced professional. The **Executive Program** consists of private career coaching, small-group forums, dedicated office space and complete administrative support. We provide the services and fundamental training necessary to establish and conduct a successful job search with a venue to **explore targeted opportunities.**

We are committed to personalized career coaching and welcome **Nick Boccolucci** to work exclusively with the candidates enrolled in the executive transition program. Nick has been helping individuals transition to new opportunities, especially those at the executive level, for over 14 years. His coaching style consists of equal parts (cont'd page 2)

E-LEARNING

Integrated Workplace Learning

Looking for that break through strategy to give your company an **edge in the marketplace**? We invite you to travel the **direct link from www.rwcaldwell.com to SkillSoft** and explore the endless opportunities for professional development within your organization.



Welcome Diane

Diane Robinson is our new **Search Services Manager**, and we welcome her to the CPI team. Diane worked her way up the management ladder at *Land O'Lakes* from retail sales representative to regional sales manager. On the climb she was asked to pioneer territory for the company with great success.

As the first female region sales manager she was a role model, often asked to recruit and mentor future women employees. Her **unique blend of professional and personal** life as wife and mother helped her to act in this capacity. Building on her experience, Diane decided to join Career Partners International/RWCA and forge a new career path by leading the Search Services Division. She has interviewed, hired and managed personnel at both the direct and indirect level, including dealing with entry level positions to CEO/owners of large brokerage houses. Her acquired skill set and background allows her to provide a wealth of knowledge as **clients seek new talent.**

CEO Series

9 Lies That Are Holding Your Business Back

The **CEO Series** will help you reach your goals! As quoted by Sparky Anderson, Manager of the Cincinnati Reds & Detroit Tigers, **"success isn't something that just happens...success is learned, success is practiced and then it is shared"**. As part of the **Leadership Institute**, we have created a forum for those who have the responsibility of leading and developing their business. **Rick Wallace, founder of Next Level Coaching**, will launch the series by exploring the **9 Lies That Are Holding Your Business Back**. The objective of this program is to help you attain sustainable, profitable growth within your organization. Join us on **Friday, May 30 at 8:00AM**; cost of class is \$199 per participant. Registration form at www.rwcaldwell.com; click on Leadership Institute. Rick is a successful businessman with over 30 years of experience and his share of success and some failures. He has been able to leave the corporate world with a wealth of experience and learning that he is now sharing with others. **Leadership Institute - it's the place for lifelong learning.**

Executives In Transition (cont'd from page 1)

of counseling, mentoring, and confronting with a coaching value proposition of **"success isn't about setting goals; it is about achieving them"**.

Another enhancement to the program is the creation of an **Executive Forum** where senior level candidates who are engaged in our transition program meet to support each other in a more structured environment than the regular day-to-day interaction. It offers a **venue for discussion and learning** while creating an atmosphere to network within a comfortable setting. This group comes together twice each month for breakfast meetings at the career center.

A diverse group of professionals from the Western New York community graciously share their **experience and spearhead discussions** surrounding such topics as venture capital, not-for-profits, consulting practice start ups, interim executive placement, retirement planning, and first-hand knowledge of "executives in transition".

CPI/RWCA believes in a "hi-tech, hi-touch" philosophy giving the transitioning person the best of both worlds. The Online Career Portal allows immediate access to resources online to support their search. To further enhance the technology portal we offer **dedicated research and tech support** helping each candidate attain their specific objectives.

The vast majority of outplacement candidates say they like **having someplace to go, a schedule to keep** and something **positive to focus** them. Our program is designed to tailor options and personalize choices.

Career Partner International/RWCA helps **build market connections** locally, nationally, and internationally teaching our execs to build, expand, and manage career networks. We remain committed to personalized transition until both employer and employee are satisfied with the career transition experience.

Have breakfast with us and tour the career center to experience executive transition as its best; we look forward to your call.

JOIN US FOR THESE UPCOMING EVENTS

Wednesday, April 16, 7:30 a.m. Semi-monthly **HR Roundtable** discussion group. Presentation on **The Five Dysfunctions of a Team** by Todd Nicholas. Contact Mark 716.632.0850 / mrw@rwcaldwell.com.

CEO Series Friday May 30, 8:00am – Noon **9 Lies That Are Holding Your Business Back, Rick Wallace**

Excellence In Leadership Register for the Fall Semester beginning August 29

Management Seminars

Wednesday April 23, 8:00am – Noon **Hire The Best – Interview Training, Todd Nicholas**

Wednesday May 7, 8:00am – 4:00pm **Win- Win Conflict Resolution Skills, Ross Blake**

Wednesday May 14, 8:00am – Noon **Execute With Excellence, Rosanne Dee**

Wednesday May 28, 8:00am – Noon **Essential Elements of PowerPoint Presentation, Michelle Unger**

Visit our website at www.rwcaldwell.com and click on Leadership Institute or contact Diane at 716.632.7662.



Be a part of something great.

Trust,

Conflict,

Commitment,

Accountability

and Results!

The Five Dysfunctions of a Team

Give us a day and we'll give you a better performing team!

Based on *The New York Times* best-selling book, *The Five Dysfunctions of a Team* by Patrick Lencioni, the Team Effectiveness Workshop is **practical learning experiences** that will help your team take its first steps toward greater cohesiveness and productivity. Using powerful assessments and interactive exercises, Todd Nicholas will guide your team to new insights and actions to make significant progress in each of these five fundamentals: **Trust, Conflict, Commitment, Accountability and Results.**

Because teams are made up of imperfect human beings, they can often stumble into pitfalls that cause them to under perform – despite their members' hard work and best intentions. Lencioni weaves an enthralling and instructive corporate fable that **illustrates the power and complexity of leadership teams.** Many organizations will recognize themselves in this riveting leadership fable. Patrick Lencioni outlines a powerful model and actionable steps that organizations can use to overcome these common hurdles to build cohesive, effective teams. The trick is to put those steps into practice.

The objectivity and expertise of our facilitators and coaches allows the entire team, including its leader, to **explore and address the team's toughest challenges** so they can succeed in achieving their desired results. Todd has learned to do just that with his extensive background working for GE and developing candidates in the talent management arena for the past several years at CPI/RWCA.

For more than two decades we have been using methodologies like those detailed in the book to help companies achieve the ultimate competitive advantage: **the power of effective teams.**

Wednesday, May 21

Experience an introduction to Lencioni's teambuilding process and receive a **complimentary copy** of *The 5 Dysfunctions of a Team*. A one-hour workshop will be delivered three times throughout the day. Choose among three sessions: breakfast, lunch, or happy hour. RSVP Diane at 632.7662. **Leadership Institute - the place for lifelong learning.**

"The definition of insanity (or frustration) is doing the same thing over and over again and expecting different results"

Ben Franklin



Talent Management Cycle

Attract

Retain/Develop

Transition

Staff and Associates

Dottie Austin

Principal

Mark Weigel

Principal

Diane Robinson

Search Services Manager

Todd Nicholas

Senior Consultant

Nick Boccolucci

Executive Career Coach

Laurel Brown

Career Counselor

John Leamer

Career Counselor

Diane Denton

Administrative Associate

Carol Merrill

Bookkeeper



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E-Learning Made Easy

Superior learning experiences should be a primary consideration for your organization. From leadership development, to IT skills, to business and administrative skills, CPI/RWCA can **define and deliver** on your learning strategy. E-Learning capabilities from CPI/RWCA can provide the following tools to retain and develop your employees.

Anytime access – 24 x 7, 365 days a year • Anywhere access via a Web browser • Any-pace learning and course refreshers • Accredited and credentialed programs • Audio, animation and simulations.

Executive Coaching – Enhance executive business acumen and develop new **motivational techniques** with online access to the latest business books, executive summaries and courses.

Career Management – Let CPI consultants evaluate and develop your future resources using time-proven assessments, seminars and training in conjunction with the SkillSoft learning platform.

Corporate or Departmental Training – Easily address fundamental issues, such as diversity training or customer service, with SkillSoft's online courses. CPI consultants can integrate one or more tracks into a group e-learning experience.

Outplacement – Lend esteem to your company with both departing and remaining employees. Ask a CPI/RWCA consultant to create an affordable plan for making new skills available to transitioning employees. The CPI /RWCA Difference - **how does e-learning from CPI/RWCA differ from implementing your own program?**

CPI/RWCA Experience – Our seasoned professionals have clear insight into your industry, as well as hands-on experience using SkillSoft's resources.

Integration, Integration, Integration – SkillSoft's off-the-shelf resources are designed to complement the personalized programs and services your company receives from CPI/RWCA.

Flexibility and Accountability – program design to course selection and delivery, CPI/RWCA addresses your organization's unique needs. We also offer **live course delivery by our trainers**. Regular, customized reports keep you informed of progress toward your goals.

The integrated approach to e-learning should never be considered an end unto itself. With CPI/RWCA, it becomes a **cost-effective component** of many different programs.

We're here to make your job easier – call us.