

The Ayers Group™ has been helping clients across a wide range of industries lead and manage organizational change for more than three decades. Through our comprehensive, customized career transition and executive coaching and development services, we enhance our clients' ability to compete effectively in an increasingly global and volatile business environment.

We are passionate and dedicated to what we do – our individual attention to every engagement or project demonstrates how much we care about our clients' employees and the performance of their organizations. Our commitment to customized services allows our clients to profit from the full synergy of our capabilities.

**OUR FOOTPRINT**

The Ayers Group is headquartered in New York City. We have branch offices in Parsippany and Princeton, New Jersey; Norwalk, Connecticut; and Southfield, Michigan. We have also opened Ayers branch offices in Jakarta, Indonesia; Kuala Lumpur, Malaysia; Bangkok, Thailand; Seoul, Korea; Budapest, Hungary; Moscow, Russia and most recently in New Delhi, India. Additionally, we offer global services to our clients through our co-ownership of Career Partners International at locations in the United States, Canada, Latin and South America, Europe and Asia-Pacific.

Career Partners International is the world's largest and most successful global talent management consultancy, assuring that our clients have local experts in talent development, career management, executive coaching, outplacement and career transition services. Our world-class standards and commitment to excellence means that you get a one-on-one relationship with the best talent management consultants in your location and industry.

**OUR TEAM**

Our team of highly-credentialed consultants and executive coaches are hands-on professionals who have many years of corporate experience and a proven track record in delivering innovative services, programs and solutions.

Career Transition consultants at The Ayers Group, including former line and human resources executives, are experts at helping those in transition get their careers back on track. Our professional consulting staff is adept at guiding people in maximizing the use of our technological resources, assessing careers and objectives, clarifying skill sets, analyzing communication styles and developing strategies for on-going career development.

Our extensive cadre of seasoned executive coaches have a global reach, allowing us to align them to specific needs when we match them to executives in our client organizations.

**OUR CLIENTS**

We are proud of our long-term partnership with leading local, national and global corporations. We support a range of industries, including financial services, insurance, consumer goods, pharmaceutical, law, healthcare and professional services. We partner with key executives to gain an understanding of their business strategy and goals, critical business issues and culture. We then plan, develop and implement customized human resource solutions to meet their specific needs related to development, retention, productivity improvement, downsizing and restructuring.

## OUR SERVICES

### EXECUTIVE COACHING & DEVELOPMENT SERVICES –

We are recognized for our exceptional cadre of executive coaches and organizational effectiveness consultants. We are respected as a premiere consulting firm, focused on Leadership Development and Talent Management through our executive coaching and organization development services. We understand and adapt to the evolving business environment. We are in touch with the pressures and changing demands with which today's leaders and teams are presented by multiple stakeholders. We partner with our clients to clarify and prioritize their needs in a strategic manner with a focus on building leadership capability and capacity.

#### OUR SERVICES INCLUDE:

- Executive Coaching
- 360° Feedback Debriefing
- Leader Assimilation
- Learning & Development
- Organization Development

**CAREER TRANSITION SERVICES** – When a business strategy requires downsizing, The Ayers Group delivers a full range of customized, cost-effective career transition programs. Through our prestigious co-ownership of Career Partners International, we can prepare, implement and manage the impact of a restructuring no matter how geographically expansive the impact. We have over 200 offices worldwide and can immediately deploy seasoned professionals across the globe to help your organization prepare, implement and manage the impact of your restructuring. The Ayers Group partners with clients from the start to plan a downsizing. We work with clients to ensure the termination process is done sensitively and legally, and provide counsel on related organizational issues.

We offer a full range of individual career transition programs, supported by our Online Career Portal. This web-based service provides the latest internet solutions, enabling clients to use powerful research tools to navigate their way toward smooth career transitions. The Portal provides tools for personal and financial assessment, resume building, interview preparation and job offer evaluation. It is a cost-conscious strategy that enhances and balances The Ayers Group's traditional emphasis on quality service to each client. We present clients with options to provide individualized assistance for executives and professionals whose transitions may involve taking new positions within organizations, starting businesses, becoming independent consultants or retirement.

**PLATINUM SERVICES™** – The world is full of options, opportunities and challenges for C-level and senior executives in transition. There is a lot at stake for both the executive and the businesses from which they depart. To optimize the experience, we have designed a distinct level of service tailored to these executives and the organizations they are exiting. The service goes beyond traditional outplacement to provide a team of seasoned business advisors, access to C-level introductions and the venture and private equity world, and well-appointed New York City offices in one of the most prestigious midtown addresses. These services help executives explore and understand their career options in a new and competitive 21st century business environment.

**ACTIVE LIFE PLANNING SERVICES** – Recognizing the specific needs of mature workers as they exit traditional corporate careers, we have designed a service offering that prepares the *boomer generation* to take ownership of their lives at a point when they may be considering exiting a traditional corporate career and entering a new phase of their lives. The offering is intended to help employees reach new heights in terms of personal and career satisfaction in a changing time.

For the organization, Active Life Planning can help reduce labor costs, enhance retention efforts, provide more flexibility in workforce planning and help retain valuable intellectual capital. The Ayers Group has made this service offering a priority and invested in its development because companies will increasingly be faced with the consequences of boomer generation retirements and their impact on the business.

**CREATE YOUR CAREER GPS™** – Best-in-class organizations recognize that it is their people who make a difference. They view an investment in the development of their employees as an investment in their own success!

Empowered employees are more productive and positively affect an organization's success. With *Create Your Career GPS™*, employees are engaged, renewed and reinvigorated as they identify their passions and talents, and discover how they can best align their career goals with their organization's strategic objectives and goals.

## PLEASE CONTACT US

We work with clients to enhance their ability to remain competitive. Please contact your Ayers representative to discuss how we can work with you and your organization.

**For more information, please call toll free 888.786.7834 or email [info@ayers.com](mailto:info@ayers.com).**

ayers.com



Servicing More Than 200 Locations Worldwide

**Headquarters:**  
The Ayers Group  
99 Park Avenue  
New York, NY 10016