



## WHO WE ARE

**WAYFINDERS CAREERS**, founded in 2007, was created in response to an increasing demand for career transition and career management-related consulting services by recent college graduates and experienced professionals seeking assistance from their college/university career centers and alumni associations.

**WAYFINDERS** is a virtual organization with the partners and consultants located throughout the United States, with the flexibility and nimbleness to quickly and effectively respond to the needs of our clients no matter where they reside.

**WAYFINDERS CAREERS** founders and consultants are highly educated, and each possesses more than 25 years of recruiting or career counseling experience. Where appropriate we augment our consulting corps with industry and subject matter experts to assist in assessing and coaching to the specific experience and career goals of our clients. We have direct experience in retail, high tech-hardware and software, bio-tech, OEM manufacturing, government, banking, accountancy, consulting, small business, non-profits and education.

## HOW WE WORK

At **WAYFINDERS**, we don't believe in the "one size fits all" philosophy, nor do we follow a career counseling 'recipe.' There are no standardized formulas, only proven methodologies, approaches and techniques to be adapted to the specific needs of our clients.

## OUR COMPETITIVE ADVANTAGE

**OUR CONSULTANTS** - Their talent, attitude, experience and philosophy.

**OUR APPROACH** - We believe there are no standardized formulas for success; only approaches and techniques to apply or adapt.

**OUR PROGRAMS** - Personalized and customized to the unique needs and situation of our clients.

**OUR COMMITMENT** - We are committed to consistently exceeding the expectations of our clients at every stage and in every aspect of our relationship.

## OUR SERVICES

**WAYFINDERS CAREERS** offers a wide variety of programs and services designed to address the needs of individuals at virtually any stage of their career. Each of our programs is designed to address the unique needs of various segments of the workforce.

**CAREER MANAGEMENT** - Individuals seeking career management support are generally clear on their work life identity and seek ongoing support, counsel and guidance in identifying and implementing career activities that cause change for the purpose of long-term growth. This would include maintaining the currency and relevance of knowledge skills and abilities, identifying opportunity areas for further development, setting short-, mid-, and long-term career milestones and identifying, implementing and managing strategies and tactics used to achieve those goals. Career management does not necessarily include a job search component.

**CAREER DESIGN** - Individuals in this mode have reached a point in their career where they recognize that the path(s) they have taken have been more by default than by design. They have been carried along rather than charted their course. Career Design addresses this realization and discomfort by integrating many of the steps used in career planning, career development and career management processes. The design outcome is a feeling within the individual that they possess a clear sense of purpose and direction as well as a game plan of specific activities of steps they can take and control to get them there.

**CAREER TRANSITION** - Individuals in a job or career transition are seeking new employment for any number of reasons, including but not limited to: corporate downsizings, mergers, acquisitions, skill set obsolescence; leaving the military and entering the civilian job market; or a self-initiated decision to seek new employment. Support involves a series of integrated steps designed to get them back on their feet quickly, including dealing with change and uncertainty, skills assessment, transferable skills identification, resume and related self-marketing materials development, job search strategy development and execution, interview skills training, evaluating job offers, and negotiation skills training.

**CAREER RE-ENTRY** - An individual in career re-entry mode is generally someone who has voluntarily or involuntarily taken time off from the workforce completely, and now desires to once again engage in part of full-time employment. Many of the steps used in the Career Management, Transition and Design programs are also applicable to those in re-entry. Additional steps can include skills refreshment, understanding current job market realities, considering alternative career paths, and identifying and addressing barriers to re-entry.

**PROFESSIONAL AND GRADUATE SCHOOL APPLICATIONS** - For many, enrolling in a graduate program is a strong consideration. Support is provided in clarifying goals and objectives, identifying program selection criteria, evaluating and selecting programs, preparing for any standardized admission test, obtaining relevant exposure and experience in the field, and initiating and managing the application process and admissions interview preparation.