



Career WellPlacement

Welcome to Arbora's first newsletter. We are a global organisation that brings together independent, like-minded and passionate companies that specialise in outplacement, career fitness and leadership development.

We support organisations and their people through transformation to create sustainable businesses and successful careers.

Whoever we work with, at whatever stage they are in their careers, we will leave them well placed to achieve their goals. That's why we call it...

Career WellPlacement.

Highlights from London 2023

20 Arbora Partners from around the world gathered in London for two days in April. This was our first physical conference since 2019 and everyone agreed it was a great success. After the global pandemic and with so much geopolitical instability and economic uncertainty there was certainly much to discuss.

Digital transformation continues to move on at pace with many partners sharing new products, platforms and apps that help them deliver streamlined, accessible and personalised outplacement programmes. It was also inspiring to hear about the innovative approaches to Coaching and Assessment that Partners are developing. And as the world of work continues to evolve, more Partners are working closely with their clients to support major Change programmes.

In Arbora, we talk about 'Global Reach and Local Passion'. That was definitely in evidence in London and it was great to meet old friends and new colleagues once again in person.

Mike Burgneay, Global Chair



www.arboraglobal.com

Australia | Belgium | Canada | China | Denmark | Finland | France | Germany | Ireland | Italy Netherlands | New Zealand | Norway | Singapore | Spain | Sweden | Switzerland | UAE | United Kingdom United States | Western Balkans |



Meet Arbora's Partner in Germany - Henrich Abegg, Managing Director, VBLP

Tell us a little bit about your career before you founded VBLP?

It was never my childhood dream to become a new placement consultant and owner of an HR consulting firm. After an apprenticeship and studies at international universities, I started in the insurance business. When I was ready to take over the family business, my father sold the company. So I

turned my back on the insurance company. After positions as executive assistant and strategy consultant/M&A consultant, I knew that I want to become self-employed. For me, VBLP and its business model were coherent and promising, therefore I bought the company in 2011 from the predecessors.

How would you describe VBLP?

VBLP is a top in class HR-Consulting boutique. We focus all activities on our customers with the aim to delivering tailored best quality consulting services. In the areas of new placement, change, coaching, interim management and workforce transformation we deliver top results through competence, creativity, empathy and above-average commitment. We deliver results as a team together with our customers and clients. In regular weekly meetings, we continue to develop our consulting topics in further training courses and internal workshops in order to maintain our quality standards and competitive edge. We have fun and joy in gaining further competence and deliver new ideas for and with our customers to make them more successful.

VBLP has created an excellent reputation in Germany. What do you put that down to?

Our differentiation factor is to deliver top in class consulting services, that is tailored to our customers and clients. Our consultants with their know-how, fun at work, empathy and effort make the difference.

What do you think customers are looking for from an outplacement company in the post pandemic world?

Individual services for their employees. HR services cannot be standardized like machines. People have emotions, feelings, personalities. This must be taken into account in the consultation. It is our task to find a new suitable job for the people in the market. Because it is not possible to change a personality, it is our job to look find the job that fits the personality and character of our client.

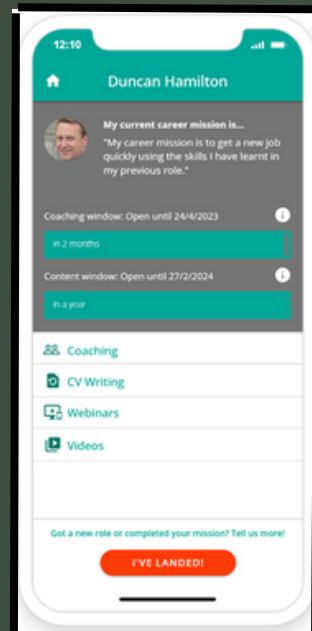
What does being a member of Arbora offer your customers?

We offer our top in class services globally through a reliable and personal partnership. Everyone involved has the same goal, offering better advice than the competition. That was the reason for me to join arbora. My partners are professional and bring new ideas, that help me, improving my services in Germany. Discover more about VBLP here: www.vblp-newplacement.de/en/

"Arbora and its partners have not only been reliable business colleagues, but they have also been a great team to work with over the years, sharing new ideas and trends from around the world. We are delighted to be a member of the Arbora network, able to offer the advantages of this global network to our clients in Switzerland."

Nick Dryden, Von Rohr Associates

New outplacement app from the UK



Arbora's UK partner, Chiumento, has launched a new mobile-first outplacement app. JetStream is the latest generation of programmes from Chiumento that combine 1-1 tailored support with contemporary digital tools. Offering exceptional value to clients, it is proving especially popular with candidates who can

order CV rewrites, book unlimited sessions with their coach and access a suite of content all from their smart phones. Mike Burgneay, MD, says "we never forget that outplacement is a discretionary purchase and JetStream is a great fit for clients who are looking for a high value but affordable option. For members who are offered JetStream, it's all designed to get them back to work ASAP."

Kompass pioneer new Coaching approach in the UAE

Over the last 12-18 months Kompass, Arbora's partner in the Middle East, has been engaging with a new 'on-site' coaching model that has significantly impacted the way in which support is perceived to be provided within an organisation.

Gaj Ravichandra, Founding Partner, says "as we embark on a new wave of post covid workplace practices, the support required for individuals and teams also needs to reflect this change. We know that the higher the support available to teams with the higher challenges, the higher the likelihood of creating and a high performance culture and environment."



Gaj has observed a number of benefits of applying an 'on-site' coaching resource to some of their clients for 3-4 days per month. These include:

- Key People & Culture / HR initiatives are driven across the 1:1 and Team Coaching sessions to embed knowledge and learning
- Significant flexibility provided to leaders to engage with coaches in engagements over various duration depending on need (as little as 1 session if required)
- Coaches gain deeper understanding of the culture and idiosyncrasies of the leadership ideology to improve the quality and alignment of the coaching experience – i.e real time feedback post meetings
- Quarterly review meetings with HR / other departments to be held to confidentially discuss key themes and opportunities arising from the sessions to be integrated into strategy and tactics
- Team Coaching sessions can be attended by leaders across Departments and marketed to increase excitement and engagement.

A small sample of the wide range of the topics that are covered include:

Personal Branding
Enhancing Storytelling
Difficult Conversations
Guiding Change
Mental Toughness / Resilience
Managing Stakeholders
Career Planning
Optimising Delegation
Managing Up
Conflict Management
Leading to Inspire & Motivate
Performance Management

If you'd like to learn more about how to enhance leadership, performance and career capability across your organisation in line with your culture, feel free to reach out!

You can contact your local Arbora Partner directly by going to www.arboraglobal.com and clicking on Locations

Introducing CMP, Arbora's new partner in the US

We are delighted to announce that CMP, a leading talent development and consultancy firm, has joined Arbora Global Career Partners as our exclusive US partner.

CMP is led by CEO Maryanne Piña and President Joe Frodsham, who work alongside an incredible team dedicated to providing innovative solutions across the full talent lifecycle.

According to Piña "Arbora Global Partners is a terrific partner! Our values and capabilities are a perfect complement in delivering solutions globally." Mike Burgneay, Arbora Global Chair said "We couldn't be happier as CMP adds to our unique ability to deliver globally with deep insights and capabilities in each market. The best is yet to come!"



CMP is a minority and woman owned firm providing high impact solutions across the full talent life cycle – from search and assessment to coaching and outplacement solutions. Learn more at www.careermvp.com