

OUTPLACEMENT PROGRAMME 2015



BACKGROUND

Simpson Crowden is best known as an oil and gas executive search consultancy, with decades of experience in the sector. However, the business also provides career coaching and counselling services, with our outplacement team all having backgrounds in one or more of HR, Industrial Psychology and Assessment. We are experienced in running company appraisals and skills audits and in the provision of outplacement programmes for oil and gas companies.



WHY SIMPSON CROWDEN?

- We are oil and gas industry experts; we are well connected and have experienced the market's ups and downs over the past 30 years.
- As a specialist consultancy, we understand the functional disciplines that make up an oil and gas business. Delegates (outplacees) can take comfort from the fact that they don't need to explain their often very complex disciplines to people who have no knowledge of the sector.
- Simpson Crowden provides bespoke solutions based upon the specific task at hand, rather than reworking generic approaches to every challenge faced. We tailor our practical and personal support for each delegate on the basis of what they actually need at this unexpected and possibly very stressful time in their lives.
- As well as working closely with our outplacement team, each delegate will have direct access to our recruitment consultants, who will keep them abreast of oil and gas recruitment market intelligence and proactively seek opportunities for them.



SERVICES

GENERAL

- All the services we offer are flexible and are tailored to meet client and delegate requirements. They range from telephone advice on CV writing, to bespoke support programmes lasting up to nine months for the most senior executives. Where appropriate, service provision can commence during the latter stages of employment, to facilitate a smooth transition.
- Each delegate will be allocated a personal mentor who will be on-hand to provide support and advice, face-to-face, over the telephone and online. Mentors will be available to discuss progress and offer guidance and support in devising an action plan.
- A Simpson Crowden recruitment consultant will be available to offer support and advice in respect of job searches.

SPECIFICS

- For the duration of their programmes, delegates have access to Simpson Crowden's outplacement portal, where they can view courses materials, useful contacts, relevant links and other tools.
- Full professional and personal audits are available. These involve the following;
 - A Behavioural Interview
 - Psychometric Tests
 - A 360° Perceptions Inventory
- Any delegates seeking to advance into senior management roles will also have the chance to complete a range of tests, including an Executive In-Tray Exercise.
- Each delegate will receive confidential feedback from their mentor, both verbally and in writing for all of the services they select.
- A series of online and office-based workshops are available, to assist delegates in their job searches. These include;
 - CV Construction and Branding
 - Interview Coaching
 - How to Network Effectively
 - Job Hunting in the Digital Age
 - Setting up a Business/Becoming a Freelance Consultant

Workshops will be repeated until every interested delegate has attended.

“ WE ARE OIL AND GAS INDUSTRY EXPERTS; WE ARE WELL CONNECTED AND HAVE EXPERIENCED THE MARKET'S UPS AND DOWNS OVER THE PAST 30 YEARS ”



LOCATION

Simpson Crowden has an arrangement with Regus, the serviced office business, whereby space will be available to accommodate delegates at the Regus office closest to their work or home. With 98 Regus serviced office premises in Greater London alone, 38 in the Home Counties west of London and three in Aberdeen, there will always be a Regus office nearby, thus ensuring minimal

disruption. At these locations each delegate will have access to a desk, a telephone and the internet. Alternatively, all services can be provided on-site at employers' premises, for groups or individuals. Outplacement "day surgeries" are also available on-site, where delegates can drop in to speak to a mentor. This is most common where a number of individuals are facing redundancy.



KEY TEAM MEMBERS

STEVE HOUNSELL

MENTOR

Steve has over 40 years' experience in the energy business. The majority of his career has been spent in the international oil and gas business. He spent 22 years with the Austrian company OMV mainly as Managing Director in the UK, Australia, New Zealand and Kazakhstan. A Reservoir Engineer by training he spent his early career in the UK and Norway with Mobil and Texas Eastern. He holds a Masters' in Business Administration from Boston University and a BSc in Mathematics from Bath University.

ANN JONES

MENTOR

Ann is a business psychologist who has over 20 years oil and gas experience. Her projects have included outplacement services for upstream companies and the design and delivery of assessment and development centres for a range of organisations. An additional focus has been bespoke career counselling and business coaching for executives across a number of sectors. Ann originally graduated in Psychology from London University and more recently undertook a Master's in Occupational and Organisational Psychology at Surrey University. She is qualified to use most of the leading psychometric instruments and has a particular interest in Myers Briggs as a career guidance and team building tool. In developing outplacement programmes she draws on a variety of tools and techniques combined with her experience in the energy sector. Ann also has executive search experience.

CAROLYN HAWLEY

MENTOR

Carolyn is a senior and well qualified HR professional and coach with 25 years' of varied experience. She has spent 13 years as an HR generalist with oil companies, predominantly obtained with Petro-Canada in London, and latterly with White Rose Energy Ventures. Following Petro-Canada's acquisition by Suncor Energy in 2010, she was involved in the transition of employees either to the new Suncor business or out of the company by means of redundancy (and outplacement). She also has experience across a broad diversity of organisations from Public Sector to FMCG, including a wealth of international exposure. She is particularly committed to encouraging growth in others through coaching and other development means and is a licensed career coach.



BRIAN TAYLOR

MENTOR

Brian has 20 years' experience with companies across the energy chain, including oil and gas, nuclear and renewables. His key employers have been Centrica, Enron and AEA Technology. An HR generalist by background, he worked as a leader of HR teams involved in recruitment, talent management, development, reward, and large change related projects. He has led large Company restructures with associated redundancy consultation and outplacement activity. He also has recent oil and gas executive search experience. Brian is a graduate in History from Bristol University.

JUDITH MOECKELL

MENTOR

Judith is a senior HR professional with over 20 years' experience in operational and strategic roles. Her areas of specialism include Talent Management, Leadership Development and Career Counselling and her work has spanned a variety of global industry sectors such as Energy, Utilities, Financial Services, Media and the public sector. In Energy, she has worked with British Gas, GDF SUEZ, Dong Energy and she spent just over eight years in HR roles with Shell International, both in London and overseas. She has extensive outplacement expertise which includes running career coaching and outplacement seminars for Penna.

DAMIEN MCCAWLEY

OIL AND GAS EXECUTIVE SEARCH PROFESSIONAL

Damien is an executive search and HR consultant with over 25 years' experience in the oil and gas industry. He recruits at senior management levels around the world. He began his oil and gas career with the specialist recruiter and HR consultancy SMCL in the 1990's. He has experience of outplacement projects, designing and delivering assessment and development centres and in running compensation surveys for companies across the energy chain. Damien is a graduate in History and Politics and has a Masters' in Industrial Relations and Personnel Management from the London School of Economics. He is the Managing Partner of Simpson Crowden.

LIZ GARDNER

OIL AND GAS EXECUTIVE SEARCH PROFESSIONAL

Liz has been working in oil and gas executive search for 17 years. Formerly, she obtained eight years HR experience, both in line management and in consultancy where she developed expertise in the design and running of assessment and development centres. She moved into Executive Search in the mid 1990's with a London-based oil and gas recruiter. In 1999 she established an Executive Research business, focusing on oil and gas recruitment research. She joined Simpson Crowden when the company acquired her business. She has an MA in Human Resource Management from Middlesex University Business School.

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