



Recruitment Academy's Coaching + Mentoring Service

Career Coaching for Recruiters

Whether you are recent graduate contemplating a career in recruitment and somewhat daunted by the whole idea of getting into the industry, or an experienced recruitment professional feeling a bit stuck, Recruitment Academy is perfectly placed to provide advice and guidance to help you tackle the complex challenges and the myriad of choices that lie ahead. More importantly Recruitment Academy will take away the stresses and pressures often associated with getting into the industry as well as moving you along a successful career path.

Recruitment Academy's *Career Coaching* program covers:

- determining what you are really looking for
- adjusting your attitude and getting into the right mindset
- harnessing your skills and competencies
- determining your USP (Unique Selling Proposition)
- preparing for interviews in order to leave a lasting impression
- overcoming objections and handling rejections
- mastering information interviewing and networking events



Professional Mentoring for the Recruitment Industry

You enjoy recruitment. You might even *love* it. You know you're good at it too. Your boss knows you're good at it. Your colleagues know you're good at it. Your mother even tells people how good you are at it. But you simply want to be better.

You might want to be a better consultant or leader, a better communicator, a better coach, or be able to handle conflict more effectively. Perhaps you are craving more job satisfaction or more empowerment. Maybe you just want to become better at presenting or pitching to clients.



Whatever change you want to make, it's important to have someone you can trust by your side – someone impartial, outside your team, family or social network. Recruitment Academy can facilitate the change and support you through the transition ... not to mention being there to celebrate your key milestones and achievements with you along the way.

Recruitment Academy's *Professional Mentoring* program incorporates:

- analysing the current situation and assessing your goals and objectives
- formulating your medium and long-term vision
- moving along the path from *good* to *great*
- looking at what keeps you challenged and motivated
- working with Emotional Intelligence
- overcoming adversity
- developing effective leadership skills
- refining communication skills
- improving conflict resolution and negotiation skills

Business Mentoring for Recruitment Agency “Start-ups”

You've proven yourself in the recruitment world. You have been recognised by your peers and your superiors as a success. You've enjoyed the ride but as far as you're concerned it's *game over* and you want to start your own agency where you are the name behind your brand. But starting out on your own is more daunting than you may think.

Recruitment Academy will guide you along the path to achieving your vision by helping you formulate a strategic business plan and marketing plan as well as ensuring you remain motivated through all the frustrations associated with starting your own business.



Not only will Recruitment Academy be there on the day you open your doors, but Recruitment Academy will be there as a mentor as you take your business from strength to strength.

Recruitment Academy's *Business Mentoring* program for “start-ups” incorporates:

- analysing the current situation and assessing your business objectives
- formulating your medium and long-term goals and vision
- creating a living business plan
- creating a budget
- writing a highly effective marketing plan
- conducting an in-depth SWOT analysis and developing a USP
- helping create a website as well as other marketing collateral
- developing PR and other on-line and off-line communication strategies