

reo+group

**Empower Forward:**  
**Outplacement Services**

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## **WE ARE REO GROUP. LEADING CHANGE FOR PEOPLE THROUGH PEOPLE.**

**At their heart businesses are  
simply groups of people.**

People out to make something  
happen. To solve problems.  
To create value that didn't  
previously exist.

At Reo Group, above all else, we  
believe in people, and there is  
nothing more powerful than the  
right person, working on the right  
problem at the right time.

So we're out to connect people to  
the opportunities inside problems.  
To uncover talent. Curate teams.  
And elevate human potential

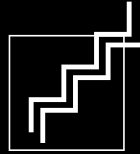
## OUR OUTPLACEMENT OFFER

Reo Group's outplacement workshops provide personalised support and guidance for employees who have recently been made redundant and/or who need assistance in making a career transition. Reo Group's consultants are experts in their field and have a wealth of experience across a variety of industries in both the public and private sectors. They have worked with employees at all levels including entry to mid-level staff, senior managers and executive level employees.

Our outplacement workshops will provide your employees with on-site professional coaching and support, and up-to-date information on the current job market. They will provide guidance on how to best position themselves in the market, identify suitable job opportunities and present themselves effectively to employers.



# OUR OUTPLACEMENT GOALS:



## EASE THE **DISTRESS** AND TRAUMA CAUSED BY REDUNDANCY

Redundancy can affect our mental health. For many of us, our work is not just a vital source of income but also an important part of our identity, helping us feel we are making a useful contribution. Employers can play a major role in reducing this distress by providing the support and the tools that will give them the confidence to enter back into the job market.



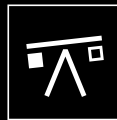
## RECOGNISE THE **CONTRIBUTIONS** OF REDUNDANT EMPLOYEES

People still want to feel valued, and that can be hard during redundancy. It is one thing to tell your employees they are valued, it is quite another to show them. You can do so by helping them reflect on the value they have contributed to your organisation and in turn help them uncover what they can bring to a new organisation.



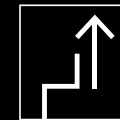
## MAINTAIN A **PROFESSIONAL** COMPANY IMAGE AND **REPUTATION**

Reduce the impact that exiting and recently departed employees can have on your brand, including both reputation with clients and on social media, as well as the impact that reputational damage can have on current employee retention and recruiting. With review sites and company rankings these days, it is important to consider how your employees feel about your company after their departure.



## REDUCE THE **RISK** OF **LEGAL** ACTION FROM REDUNDANT EMPLOYEES

Assisting redundant employees to move forward by providing them with an outplacement program that will assist them find new work, and will greatly reduce the risk of potential legal action such as unfair dismissal cases. Our services assist exiting employees move from focusing on the past (or present) to focusing their energies on a successful future. When they do this, they have less desire to pursue the company litigiously.



## MAINTAIN THE **MORALE** OF EXISTING EMPLOYEES

Redundancy can have a serious impact on the tone of the office, whether your employees are on site or remote—and the morale of existing employees can suffer significantly. You need to send the message that if redundancy happens to them in the future, you will treat them well through that process. Providing outplacement and career transition services demonstrates your company's commitment to treating your employees responsibly and caringly.

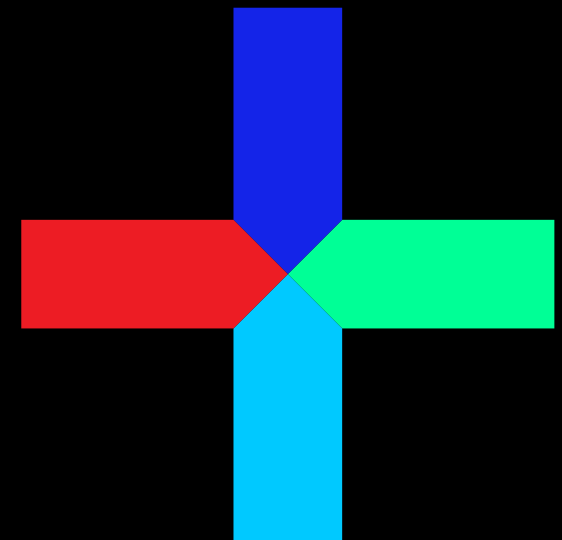
# WHAT'S INCLUDED:

## 3 HOUR GROUP WORKSHOP

- 1. Resume Ready:** Group activity to prepare your resume in line with best practice template.
- 2. Interview Confidence:** Improve your interview technique and take home best in class preparation checklist.
- 3. Build Your Brand:** Personal branding program including LinkedIn best practice and setup.
- 4. In The Know:** Current and relevant job market insights.
- 5. Understand the Demand:** Gain an insight into which skills are required and in demand in your field.
- 6. Action Plan:** A finalised action plan for your journey back into the job market.

## 1:1 COACHING SESSION

- 1. Personalised Coaching:** 1:1 session with an active, experienced consultant who will provide you personalised feedback and advice.
- 2. Talking Salary:** Personalised Salary advice and coaching on negotiation techniques.
- 3. Join Our Talent Network:** Registration as a Reo Group candidate with access to our network of organisations and opportunities.



## OUR PRICING

**Fee: \$1900 + GST**  
**Entry to Mid-Level**

Suitable for people in non-management roles up to \$100k  
1:1 Sessions - 30 minutes per person.

**Fee: \$2500 + GST**  
**Senior Level**

Suitable for people in senior roles, management roles and executive positions \$100k+ level  
1:1 Sessions - 1 hour per person.





# MEET THE TEAM





#### **Stella Petrou Concha:**

Co-Founder & CEO

Stella Petrou Concha is the inspiring Co-Founder, CEO, and driving force behind fast-growing brand Reo Group. Her mission is to elevate human potential by working with executives to deliver value for their organisations through talent selection, leadership, strategy and vision.

Commencing a career in medicine, she quickly realised the medico patient care dynamic was never going to meet her need and lifelong goal to help people on a deeply personal level. Instead she discovered a powerful alignment with the recruitment and management consulting sector.

Through her energy, intuition, and vision, Stella brings a unique and powerfully 'human' perspective to the Australian talent and consulting sectors.

#### **Nicolas Gonzalez:**

Business Manager:  
Finance & Accounting

Nic joined Reo Group with over a decade of industry experience, with excellent communication skills and a strong work ethic. On this solid foundation Nic has built a stellar recruitment career, building a broad network of finance professionals across the Sydney basin and successfully placing over 500 candidates with his key clients.

Nic was named Recruitment Consultant of the Year Runner Up at the 2021 Seek Sara Awards, attributed to the positive impact he has had on the recruitment industry. Nic's passion shines through in everything he does; he drives excellence within his own team and injects that quality into the teams he helps his clients to build.

#### **Joel Adams:**

Executive Director:  
Commerce & Industry

With over 13 years' experience in the recruitment industry Joel still gets excited each day that he can make a difference in peoples' careers. Joel is passionate about empowering people and helping his candidates realise their full potential.

Joel truly believes he can improve the performance of your business or team by partnering with you and ensuring that together you adopt the best recruitment strategy for the situation. To achieve this Joel takes the time to understand your needs and the candidate's motivations to ensure the right fit is found. Recruitment cannot take a one size fits all approach - each engagement is unique and Joel's approach will adapt accordingly.

#### **Mohanna Watson:**

Search Partner

Drawing on 10 years as a sales professional, Mohanna quickly understands the strategy of the businesses she partners with, anticipating their needs and adding value throughout the process. Following her degree at Sydney University, Mohanna went on to complete an HR qualification at RMIT, which has been an excellent foundation in building successful teams throughout her career. When you partner with Mohanna you have a dedicated, industry trained professional with an outstanding ability to listen to and interpret your needs. Friendly and approachable, she prioritises cultural fit alongside technical abilities for a role and is adept at drawing out the competencies of candidates to ensure the right match for your team.





**Stephen Leahy:**  
Search Partner

Stephen is an executive manager with 25 years' experience in management consulting and business across multidisciplinary functions including Hospitality, Real Estate and Sales. Stephen has learnt that the key to all success comes down to people, the right people. The great teams he has orchestrated have had the balance of technical skills, attitude and team work.

What you hire in Stephen is someone that brings business wisdom, experience and insight that goes beyond the placement. He is a business consultant. Stephen helps clients shape their success through hiring the right people and ensuring that the right seats are available for them.

**Phil Martin:**  
Executive Director: Technology

Phil has over 15 years of recruitment experience in the technology space, delivering to clients Australia wide and beyond. His passion and expertise in the Enterprise Performance Management space is unquestioned, with additional recognition across Data, Analytics, Automation and Software Development.

With a consultative approach, deemed refreshing by new connections and embraced by ongoing partners, Phil has created a signature style to which business communities turn for candour, industry insights and advice; he is considered a trusted companion whatever their journey. Phil leads the search partners he works with through trust, transparency and empowerment allowing his team to flourish within their given fields, curating specialised teams to meet the specific needs of the market.

**Nikki Herden:**  
Business Manager:  
Corporate Services

Across 13 years in the recruitment industry, Nikki has placed more than 1000 people into roles across Greater Sydney. Her purpose is to build strong connections with her business partners and connect them with market-leading talent. Nikki's network and success has grown through building trusting and open relationships, whilst having the unique ability to re-frame mind-sets and in turn, connect people to the opportunities that lie within business problems.

Nikki manages the Reo Group Corporate Services team who focus on matching talent with roles across Administration, Human Resources, Sales and Marketing, Events Management, Administration, Operations and Transactional finance.

**Jonathan Attwood:**  
Executive Director: Financial  
Services  
& Insurance

Jonathan is a proven leader in Financial Services Search & Selection with over 12 years' experience placing talent and leading teams across London and Australia. His mission is to create positive change in an evolving industry through helping the best people find the best seats and maximising capability development in those around him.

Moving to Australia in 2013, Jonathan has built and led highly successful search teams across the Insurance, Wealth, Superannuation and Banking sectors while personally delivering on critical mandates. He takes quiet enjoyment in seeing placed candidates go on to achieve success.



### **Deanna Kyriazopoulos:**

Search Partner

Deanna is a qualified Insurance and Financial Services executive with close to 5 years' experience working in the segment specifically focused on Insurance search.

Deanna's business acumen has come from sitting in the seat of an Insurance practitioner prior to entering into the recruitment sector. What this means is that she understands the critical technical and cultural elements that makes for high performing placements.

In addition to her corporate career Deanna is an athlete, having represented Australia in Taekwondo over the last 10 years. For Deanna, the key to success is always driven through discipline, commitment and collaboration. & management consulting industry.

### **Raghav Mehta:**

Executive Director:  
Search

Raghav is a Co-Founding Director and Head of Search Practice for the fast-growing brand Reo Group.

After graduating from Sydney University, Raghav started his career with Global Consulting giant Deloitte where he also qualified as a Chartered Accountant. He quickly realised that it was the outstanding people who determined organisational success and that led him to a very successful career in recruitment consulting.

Over the last 10 years, Raghav has placed 250+ senior-level executives and finance professionals for premier ASX 200, S&P 500 companies, and PE-backed investments & management consulting industry.

### **Olivia Herman**

Search Partner

Olivia's well rounded foundation in business naturally translates to the recruitment sector with her industry experience equipping her with excellent communication skills and the ability to quickly understand a client's brief. What Olivia provides is an outstanding level of service with important attention to detail. She has an optimistic and empathetic approach to everything she does, allowing her to forge strong relationships with both candidates and clients. Her natural ability to authentically connect with people has allowed Olivia to recognise her strong desire to help others in fulfilling their potential and to curate successful teams for her clients. Olivia receives outstanding feedback scores from the clients and candidates she works with, being named amongst Recruiter Insider's top five recruiters in ANZ for candidate excellence in Q2 2022.

# TESTIMONIALS:

"I thoroughly enjoyed the whole session and I believe the structure of the day was spot on!"

**"The team at Reo Group have been amazing. Really love the presentation, very insightful. Informative and you guys made it very relaxed and easy to understand."**

"I have benefited so much from REO Group's Empower Forward Workshop. The hosts Nicolas and Clare are exceptionally knowledgeable and professional. They have provided great insight into the current job market as well as tips for improving your resume and LinkedIn profile. There are so many takeaways from the session. I would recommend this to anyone who is serious about their next career move."

"Nic and Clare from Reo Group delivered an outstanding workshop for myself and my colleagues. The Empower Forward Workshop really opened our eyes as to the importance of preparation, presentation and knowledge for the journey ahead in seeking our next career opportunity. I personally benefited from all aspects of the workshop, concluding with a very insightful one-on-one session. Although the path ahead may seem daunting, Nic and Clare gave us the confidence and the tools to expect success. A very enjoyable day, delivered with care and fun."

**"The session went really well and all was because of the useful insights and information coming from Reo Group! The best part was you guys doing one to one with each participant to really understand their individual needs, ascertain their true potential and help them make a good resume and LinkedIn profile."**

**"My team really enjoyed the event and definitely felt the authenticity in REO GROUPS commitment to help them. To know the team feel they got so much out of it, means a lot to me so thanks for leading that."**

Group Financial Controller:  
U.S listed international business

# WE ARE A BUSINESS FOR GOOD.

## Our Giving Story.

In-line with the United Nations Sustainable Development Global Goals, Reo launched our 'Elevate a Nation' campaign supporting goal number #4 which is to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Every time we place a candidate, we give 50 days of technology education to children in remote Australian communities, in

partnership with B1G1 and Dot Com Mob.

By the year 2021, we want to provide 50,000 days of education to underprivileged children in Australia. We believe that we have the power to shift an entire community, with the vision and passion to make a difference

**Together, we can make a difference.**



DOT COM MOB  
Connecting Communities



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