

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

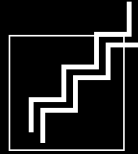
# OUR OUTPLACEMENT OFFER

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.



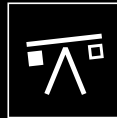
## RECOGNISE THE **CONTRIBUTIONS** OF REDUNDANT EMPLOYEES

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.



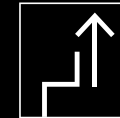
## MAINTAIN A **PROFESSIONAL** COMPANY IMAGE AND **REPUTATION**

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.

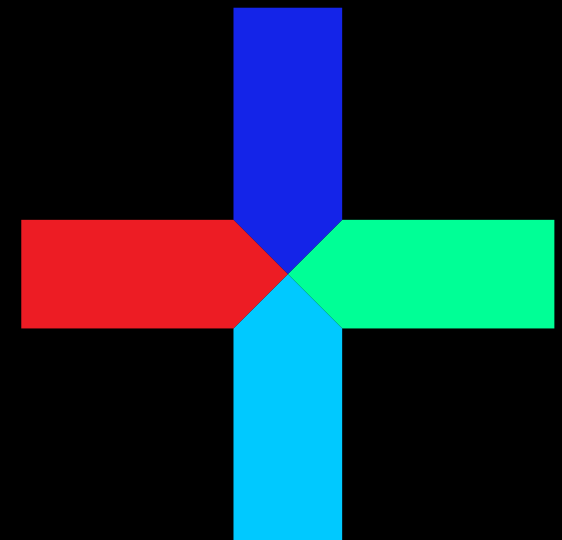
# WHAT'S INCLUDED:

## 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

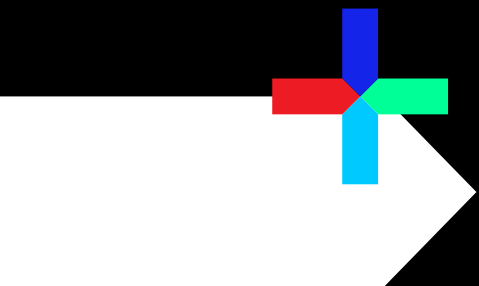
**Fee: \$1900 + GST**  
**Entry to Mid-Level**

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:**  
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:**  
Director:  
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.

**Monica Casamento:**  
Search Partner

Monica is deeply passionate about leading change for people through people and takes pride in building long term relationships with candidates and clients.

Renowned for her strong work ethic, drive and determination to go the extra mile for her customers, Monica is a reliable recruitment partner who consistently delivers.

Monica’s approach to every mandate is driven by factual data. Her evidence-based approach eliminates bias from the selection process and assists her clients in building diverse and inclusive teams. This data driven approach ties into Monica’s scientific background, which also makes her perfectly suited to specialise in the qualified sector of Finance & Accounting.

**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.





**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.



**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.



**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.



**Lizanne Dsouza**

Search Partner

With over a decade of experience spanning the diverse markets of New Zealand, India, and now Australia - Lizanne specialises in recruitment across Finance and Accounting. Her passion lies in temporary recruitment, where she thrives on collaborating with hiring managers to identify how temporary staff can effectively address immediate staffing needs and add value to their teams.

Her core values are rooted in transparency and ethical practices, ensuring that she always upholds the highest standards in her work. Lizanne strives to make impacts through meaningful contributions and help businesses thrive through the power of great people.

# 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 FORGOOD.

## OUR COMMITMENT TO DIVERSITY, EQUITY & INCLUSION

Embracing cognitive and demographic diversity across your team is fundamental to our approach.

- All Search Partners follow an established process for building inclusion into every assignment.
- We are not passive observers, we address potential barriers to inclusion, call out unconscious bias and challenge the composition of selection panels to adequately reflect diverse representation.

## CORPORATE SOCIAL RESPONSIBILITY IN ALIGNMENT WITH THE UN SDGS

Reo Group are actively engaged in projects that support the UN Sustainable Development Goals (SDGs), with particular focus on SDG #4, Education.

As businesses transform and automate their processes, remote Indigenous communities still do not have adequate access to the basics of fast internet, computer equipment and software and the educational opportunities required to make their career goals a reality. SDG#4 inspired the creation of our 'Elevate a Nation' project with the aim of addressing this issue.

Every time we place a candidate in a permanent role, Reo Group give the equivalent of 50 days of technology education to remote Indigenous communities across Australia, translated into action on the ground by our partners at Dot Com Mob.

Through this project we are focused on reducing the digital divide across Australia.

Our vision is an inclusive and equitable education for all.



DOT COM MOB  
Connecting Communities



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