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Navigate Forward

Customized Career Transition Support for Executives

A standard outplacement model provides “one-size-fits-all” career coaching services, often emphasizing online resources and webinars, with strict time limits on services. It works well for frontline employees and mid-level managers. However, these firms can fall short when helping executives, who typically need a more customized approach.

Navigate Forward’s unique outplacement model fills this niche. The boutique career services firm, founded in 2008, specializes in highly tailored support for C-suite, VP, and Director-level executives. They serve businesses of all sizes, with clients around the world.

“Many outsourcing companies only offer services for a fixed period or number of meetings, putting more pressure on an already stressful situation. Our passion is helping executives discover and realize the work that inspires them, so we take a very collaborative approach that supports every client until they land their new role, without any time limits,” says Anne Sample, CEO of Navigate Forward.

This exclusive focus on executives helps employers as well, giving companies a trusted resource for separations that may be challenging or high visibility. Knowing departing leaders will receive top-quality outplacement support smooths the path forward for all involved. Sample understands this well from her own experience as a CHRO.

“Culture is so important to companies, and that includes protecting their employment value proposition. With every departure, they’re thinking how will it play out in the market? How will it impact our brand? Outplacement can be a key factor in ensuring that leadership changes go well, so it doesn’t affect other employees or impede future hiring,” Sample explains.

Navigate Forward’s team sets them apart. Their career consultants have an average of 30 years of experience as corporate leaders or executive recruiters, enabling them to deliver true peer-to-peer guidance. A low 1:12 client-to-consultant ratio means every executive receives personal attention and thoughtful guidance.

“The quality of our consultants is a true differentiator. They work with clients from the beginning of the process to the end, which can be 6 months or more. We’re very proud of the way we match our clients to our consultants, because every client’s needs are different,” says Sample.

The team also features specialists who lend their expertise. These include LinkedIn experts, copy editors and an image and

style consultant. Others specialize in mock interviews, salary negotiation and networking.

A discovery process helps executives assess their strengths and narrow down what they want to do next. Many find they want to take their career in a new direction. The firm’s customized processes and comprehensive resources can help them land a new corporate role, pursue paid board service or even pivot to non-profit work, consulting or entrepreneurship.

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Anne Sample,
CEO

One of the most important deliverables is a professional narrative—a clear and concise statement that reflects each executive’s strengths, experience, and career objectives. Telling this story consistently creates the foundation for all relevant job search materials, including a resume, LinkedIn profile, and one-page executive brief.

“Last year, 84 percent of our clients found their next opportunity through networking. It’s the primary way that executive roles are found. And so, our emphasis is helping leaders become great networkers, develop and expand their organic network, and make sure that the message that they’re sending to that network is really clear,” Sample explains.

Leveraging these competencies, Navigate Forward helped a CEO in the biotechnology sector reflect on his entire career arc and identify career goals beyond the next executive position—including negotiating paid board service into the new contract. This fueled his passions and created a runway for long-term opportunities. Once a skeptic about the value of outplacement, his engagement made him a vocal proponent. His employer benefited from a smooth departure that protected their brand reputation. **HR**