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Navigate Forward

Guiding Executives through Career Transitions with Wisdom and Expertise

When a leadership transition goes poorly, it can damage a company’s brand reputation. Successful executive career transitions demand more than generic outplacement solutions. They require tailored guidance, nuanced strategies, and a deep understanding of the marketplace.

This is where Navigate Forward, a boutique career advisory firm, excels.

Under the leadership of CEO Anne deBruin Sample—a former Chief Human Resources Officer (CHRO) and a former Navigate Forward client—the firm has created a niche providing bespoke, outcome-driven services for senior leaders at pivotal career moments. They serve businesses of all sizes, with clients around the world.

Sample’s journey with Navigate Forward exemplifies the company’s unique value proposition. Having engaged with their services both as a corporate buyer and as an executive outplacement client, she brings firsthand insight into the transformative impact of their highly customized approach.

“What struck me,” Sample recalls, “was the extraordinary depth and quality of their support. It was unlike anything I’d encountered elsewhere, and it ultimately led me to pivot my own career and to buy the company.”

Redefining Outplacement with a Boutique Approach

Navigate Forward operates in a specialized niche, working exclusively with executives. Unlike high-volume outplacement providers, the firm focuses on personalized, one-on-one engagements that address the unique needs of senior leaders. For executives, job transitions are rarely about job boards or resume submissions. Instead, success hinges on clearly articulating each leader’s value, effective networking, and strategic positioning in the market.

The firm’s hallmark is its cadre of consultants—seasoned professionals who average 30 years of experience across a wide range of industries and roles including former C-suite leaders and executive recruiters. These consultants are more than advisors; they are peers who understand the complexities



of executive job search. This high-caliber team remains with each client throughout their journey, providing consistent, individualized support until each executive achieves their desired career outcome.

Unlike traditional outplacement models, Navigate Forward avoids arbitrary time limits on services. Instead, its approach is outcome-based. Whether an executive is targeting their next leadership role, exploring board opportunities, or planning for life after corporate work, Navigate Forward stays engaged until they realize their goal.

Sample explains, “Outplacement offerings tied to a fixed period of time put unnecessary pressure on an already stressful situation. At Navigate Forward we focus on end

goals and stay with our clients until they land in their desired destination. Our support does not have a predetermined pace or time limit.”

Signature Offerings that Span the Talent Lifecycle

Navigate Forward’s service portfolio reflects its commitment to empowering executives at every career stage.

Their core outplacement offering is **Executive Transition** service, which provides a structured yet flexible framework to help departing leaders navigate significant career transitions. From crafting a narrative that describes their specific talents, experience, and goals, to creating a high-impact executive brief resume, and LinkedIn profile, to developing a professional networking strategy, the support is holistic and enduring, ensuring executives are well-positioned for their next chapter.

For senior leaders who aspire to join private or public company boards, the firm also provides comprehensive **Board Readiness** support. This offering helps executives understand the competitive board landscape, define their value proposition, and create tailored materials for networking. With personalized coaching and actionable strategies, the program equips clients to stand out in a highly selective market.

For those nearing retirement or considering a shift away from traditional corporate roles, Navigate Forward offers guidance in crafting meaningful post-career plans through its **Legacy Planning** service. This program enables executives to explore new avenues for personal and professional fulfillment, creating a roadmap for their next chapter and a way to honor their contributions. At the same time, it empowers outgoing leaders and their organizations to maintain stability and a positive tone with a well-planned transition process.

“Legacy Planning offers a meaningful and rewarding way to bridge the gap between career and life beyond full-time work. It is more than a service; it is a partnership that transforms uncertainty into opportunity, allowing leaders to embrace their next chapter while leaving a legacy of lasting impact,” says Sample.

All three services offer a way for savvy HR leaders and their companies to provide high quality support for key executives across the talent lifecycle. Many organizations now recognize the professional development opportunities of Board Readiness engagements for C-suite leaders, for example, or the opportunity to streamline succession planning with a Legacy Planning engagement. Working with a single, expert partner like Navigate Forward makes it possible.

High Touch Support with Tangible Impact

The firm’s high-touch model extends beyond strategy to address the emotional and logistical complexities of career transitions. Unlike providers that rely heavily on virtual tools

or rigid processes, Navigate Forward adapts to each client’s individual needs. Whether it’s urgent interview preparation or a long-term networking strategy, Navigate Forward’s consultants deliver tailored solutions in real time. This personalized approach resonates deeply with clients.



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As Sample recounts, “One of our clients, an HR leader, chose to invest personally in our services despite already having access to a national outplacement firm. The difference? With us, she worked with an experienced consultant who stayed with her from start to finish, rather than being handed off to multiple junior advisors.”

For organizations, supporting senior leaders through transitions is not just about providing resources—it’s about protecting the company’s reputation. Navigate Forward partners with companies to ensure that executive departures are managed with respect and empathy. This thoughtful approach helps maintain employment brands while fostering goodwill among departing leaders.

Navigate Forward’s dedication to excellence has earned it a reputation as a trusted ally in the HR and executive leadership communities. By combining unmatched expertise with a genuine commitment to client success, the firm continues to redefine the landscape of career advisory services. In a field where one-size-fits-all solutions often fall short, Navigate Forward stands out as a beacon of tailored, high-impact support—ensuring that executives not only navigate transitions but thrive in their next endeavors. **HR**