

EXECUTIVE TRANSITIONS

REFLECT ON WHAT TRULY DRIVES YOU

With a high-touch, personalized approach to career transitions, we work with international executives to assess their personal capabilities and life goals, and help them prepare for meaningful second careers. We support individuals in developing self-knowledge, building out diverse networks and developing openness to new experiences.

We enable executives to make a profound assessment of their lives. This assessment is the basis to ready executives to transition to new, purpose-driven careers with impact. And we provide on-going advice and support, through and beyond the contracted period.

Late-Stage Career Transition: [watch this video](#)

PHASE 1

Career and Personal Assessment

Our assessment begins with a career review to clarify skills, interests and motivation. This is followed by a deep assessment of personal characteristics and competencies that influence work and career direction. We use in-depth personal discussion and appropriate assessment tools from Thomas International¹, Hogan² and other well-known experts.

PHASE 2

Marketing Plans and Preparation

The next phase includes goal-setting, marketing plan development, resume completion, networking training, and communication enhancements, as well as interview preparation and training.

PHASE 3

Search Guidance and Management

The third phase of our executive transition program includes customized career and search coaching, as well as consultation. During this phase, executives have access to the global expertise and networks of the executive search firms in the Borderless network.

PHASE 4

Ongoing advice and personal support

Finally, executives can rely on unfettered access to their Borderless consultant, who is ready to respond to ad-hoc requests for advice or personal support during the period defined in the proposal. The positive relationship developed between the executive and the consultant means that contact is generally maintained beyond the period defined, on an informal basis.

WE ARE BORDERLESS

Borderless is a Global Executive Search & Leadership Consulting firm, focusing on the Chemical industry & its value chain, the Life Sciences industry and the Food & Drinks sector. Founded in 2000, and majority women-owned and led, our team is comprised of professionals who have chosen to live and work around the globe and who have led professional lives in these sectors. We understand you, your business, culture and concerns. Borderless works with you seamlessly around the world.

Making a career transition at a later stage in life or integrating diversity & inclusion into your organisation, we are dedicated to supporting you. Partnership and personalised service. You can count on it. For more information about project duration, fees and related details, **please contact our founding partner Andrew Kris at andrew.kris@borderless.net.**

1. Thomas International: thomasinternational.net

2. Hogan Leadership Assessments: hoganassessments.com