



CAREER
ANGELS

CAREER ADVICE & SUPPORT FOR
EXECUTIVES AROUND THE WORLD.

2019 allowed us again to further strengthen our presence as **competent, reliable, effective partners in outplacement services**, as well as trainers and lecturers, i.a. for the G/E/MBA students and alumni of selected **business schools in i.a. Vienna, Brussels, Mannheim or Milan**.

And as I write each year: it is a pleasure and an honor to be allowed to work with the European top management.

2019 was also an intensive year during which we improved all KPIs! Kudos to the entire **team** ([click to meet us](#)) without which **“this” would not have been possible**. We work very hard on improving and maintaining our quality standards. Thank you for your commitment and continuous effort!



A big thank you to everyone who has contributed to our and our clients' success.

Thank you.

Sandra Bichl
Founder

CareerAngels.eu | ManagerialPlacement.eu | Love.CareerAngels.eu



OUR COMMENTARY ON THE 2019 RESULTS

One number that this year's statistics do not reflect is the proportion of **clients who were looking for a job vs. clients who were NOT looking for a job. 36%** (vs. 26% in 2018) of our clients approached us for services and advice in the area of :

- **personal branding** & visibility
- **career path design** & review of competencies
- strategic positioning & **networking**.

These numbers confirm our observations from the previous years: experienced managers & executives are **indeed becoming more aware & they entrust us with more strategic matters like their positioning on the market.**



Most intensive bootcamp for professionals at different stages of career, incl. (un)happily (un)employed as well as (non)searching. Checking into yourself is important.

Career Bootcamp
with Career Angels

Leave with a personalized,
realistic career strategy



SHARING KNOW-HOW

Our **71 lectures**, webinars, workshops, bootcamps have attracted **1940 participants!** That's **640 more than in 2018!**

It was a true pleasure to interact with (Global / Executive) MBA students and alumni, as well as HR professionals across **Austria, Belgium, Italy, Poland, Germany...** actually globally as the webinars were **truly international!**

We also continued with our **confidential meetings Challenge Accepted** with and for experienced managers and executives who have “accepted the challenge” of maneuvering the **VUCA** (volatile, uncertain, complex, ambiguous) **job market.**

The format: special guest appearances, lectures, workshops, panels, case studies.

The topics: How to hack LinkedIn, Job Crafting, CV for ATS, Personal Branding, Effective Job Hunting KPIs, Do you manage your career or does it manage you?, Job search for 50+, etc. **Here [more](#) to join!**

And last, but not least – we tested a new format: Career Bootcamp with stellar reviews like this one:

Why should somebody come? To have access to valuable exercises, methods, information that they don't even know they need yet. To learn more about themselves. To analyze if where they currently stand is in fact where they would like to be, and to be exposed to invaluable insider information that is key in a make it or break it scenario. To save time, have realistic expectations, and avoid unnecessary frustration when job searching and trying to improve their professional path.

OVERVIEW

2012	2013	2014	2015	2016	2017	2018	2019	
66%	53%	66%	67%	70%	66%	63%	59%	MB, MB -1
18%	31%	19%	29%	23%	25%	26%	35%	Managers (10+ years of experience)
16%	16%	15%	4%	7%	9%	11%	6%	Professionals

LEVEL

59% of our clients are members of a management board (locally or internationally) or report to one. 35% are experienced managers with at least 10 years of experience.

EFFECT

2012	2013	2014	2015	2016	2017	2018	2019	
62%	67%	61%	83%	63%	73%	67%	85.5%	Found a job
26%	19%	32%	13%	29%	15%	26%	11%	Decided not to change
13%	14%	7%	4%	8%	12%	7%	3.5%	Set up a company

EFFECT

85.5% found a satisfying job, 11% decided not to change, usually despite having job offers. Only 3.5% of our clients decided to set up their own company. It's worth noting that the aggregated result for both 2018 and 2019 of clients who found a job is 89.4%!

SOURCE

2012	2013	2014	2015	2016	2017	2018	2019	
54%	79%	48%	50%	35%	39%	59%	39%	Speculative Introduction
28%	14%	26%	20%	22%	28%	24%	35%	Networking
18%	7%	26%	30%	31%	23%	14%	8%	Executive Search Firms
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SOURCE OF ACCEPTED JOB OFFERS

Please note that this data relates to **accepted job offers – not all job offers** and only for experienced managers and executives (not juniors or professionals).

ORIGIN OF CLIENTS & PROJECTS

93% Europe vs. 7% outside of Europe

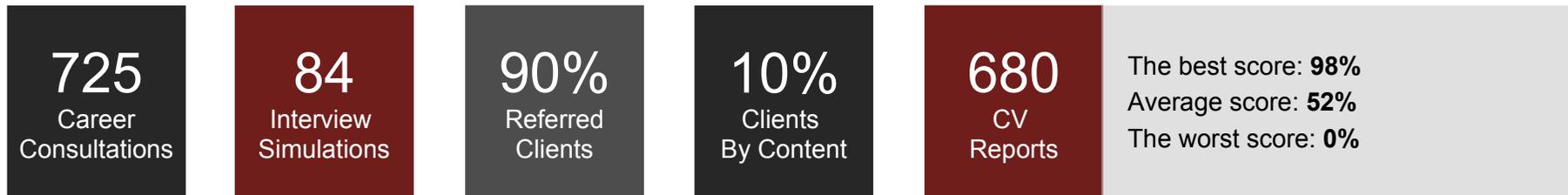
AGE GROUPS

56+	46 to 55	35 to 45	<34
6%	43%	44%	7%

They've looked for a new assignment on a local, regional and global level and their countries of origin have included:

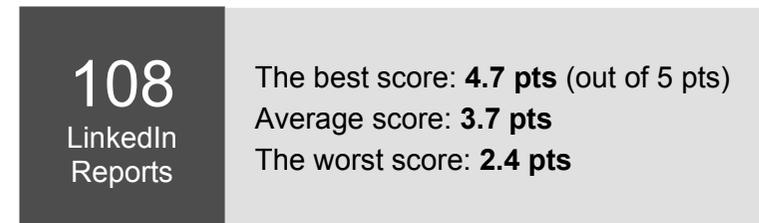
Australia	Colombia	India	Peru	Slovenia
Austria	Croatia	Ireland	Poland	Spain
Baltic States	Denmark	Italy	Portugal	Switzerland
Belgium	France	Luxembourg	Romania	Turkey
Brazil	Germany	Mexico	Russia	UK
Canada	Greece	Netherlands	Serbia	Ukraine
Chile	Hungary	Norway	Slovakia	US

MORE NUMBERS



It was by far the busiest year in our company history:

- 680 prepared CV Reports.
- 725 conducted Career Consultations – 231 more than in 2018!
- **3495 completed tasks** for our clients – 911 more than in 2018!
- **more than 80 interview simulations.**



SCOPE OF COOPERATION



78% of our clients delegated or outsourced up to 20 hours to us, e.g. research, CV preparation, interview simulation, general support & advice.

7% sought support during 20-30 hours. As above, just more.

10% **chose to sit back and wait for phone calls.** That means that we do everything, incl. inbox and calendar management. The only thing the client has to do themselves: attend interviews.

5% decided to look for a job through the Independent Job Hunter Program.

FOR YOUR FRIENDS

Do you have friends that are managers with at least 10 years of experience who might need our support or help? Do they have an **average LinkedIn profile**? Maybe their **CV** has a lot of **mistakes**? Or maybe they've been **complaining a lot about their job**? Tell them to email Bichl.Sandra (at) CareerAngels.eu for one of the below options:



FOR YOUR COMPANY

Restructuring, structure flattening or other changes ahead? **Redundancies**? Ask your company for a Managerial Placement that is (way) better than traditional outplacement. Check out why:



FOR YOU!

Last, but not least: **you!** One of the main observations we've made in 2019 is that experienced managers have become more aware: of themselves, their careers and the overall job market.

Here you'll find resources that can support executives at **every stage of their career management**. Simply click on the boxes!

If you have **concrete questions** or simply need a **confidential sounding board**, email:
 - your Career Angel or
 - **Bichl.Sandra@CareerAngels.eu**

The Perfect CV

Get inspired!

Job Hunting Director

Educate yourself!

The Perfect CV

Step by step

Love.CareerAngels.eu

Have some <3!

Hidden Job Market

Access offers!

LinkedIn

Follow us!

Read our blog

Stay up to date!

Join us!

We are always looking for

Career Angels & Mini Angels

EVERYTHING YOU NEED TO KNOW ABOUT MANAGING YOUR CAREER

What influences how we manage our careers?
 Why do we **choose one offer over another**?
 Is it really bad to stay **12 years at the same company**?
 Should we denounce people who change **jobs frequently**?
 What about buying into the **rat race**?
 Does it make you happy to climb the **corporate ladder**?

You really prefer **atmosphere & people** over money & prestige?
 They call you **immature for not choosing** a serious path?
 Your main driver is **self-development**?
 Do you catch yourself thinking, "**I hate managing people!**"?
 I'm 42 years old. **It's too late to change** anything.
 Frustration kicks in when there's **too much routine**?

Answer the following two questions honestly:

How would you define a successful career?

If everything was possible, **how would your most satisfying and fulfilling career path look like?**

64% of the respondents would answer both questions (almost) **identically**, whereas **36%** would give two slightly or completely **different answers**. This information comes from Decision Dynamics, a company that has been collecting and analyzing data on i.a. people's careers for over 40 years. **What else does the research tell us?**

- 1) There's a "**brain-level**" and a "**heart-level**" response
- 2) There are **common patterns**

Decision Dynamics' Career Model consists of four main Career Concepts or views of an ideal career:



The Expert Career Concept is the most stable and historically dominant view of a successful career as being a **lifelong commitment to a profession** with which one identifies. Success means to be the best, i.e. the expert in one's area.

By now you should have realized that everybody's definition of a successful career is equally wrong as it's right. There simply is no one right answer. **Different things make different people happy.**



The Linear Career Concept is instead focused on **rapid movement upward** the "corporate ladder". Success is measured in the level one has reached, which can be translated in responsibility, power and influence.

We really, really hope that you are not among the **36%**, but if there's a slight chance that you are, talk to a certified Career Angel.



The Spiral Career Concept is a less traditional view where one rather discovers one's career through **periodic (5-10 years) lateral changes of occupational fields**. Success means frequent opportunities to widen one's competence base and get new experiences.

You'll receive:

- an online questionnaire
- a report showing the differences between the career path you've chosen and the one that motivates you the most
- a comprehensive feedforward session that you'll leave with concrete next steps



The Transitory Career Concept is the **most change-oriented** and least conventional view, even to the extent that many consider it as not even a career. The more different and frequent the changes, the better.

If you are interested in receiving an offer or more information, please contact **Bichl.Sandra@CareerAngels.eu**.

Please note that this model can also be applied throughout an entire organization for better candidate, role and culture fitting.