

The logo for Career Advisor Services (CAS) features the letters 'CAS' in a large, white, serif font, centered within a white rectangular border. Below this border, the words 'CAREER ADVISOR SERVICES' are written in a smaller, white, sans-serif font. The entire logo is set against a dark blue background that has a subtle, glowing light effect on the left side.

CAREER ADVISOR SERVICES

Career Advisor Services: What we do

CAS is a unique, fee-based consultative service specializing in providing tailored solutions and insights for transitioning executives.

In this challenging economy, more than ever, executives need assistance in navigating the complex marketplace. CAS is unique in the career services industry—unique in philosophy, client treatment and results.

How we work

Simply put: First, we listen. CAS was established with the premise that each client interaction is more than a transaction; it is the start or continuation of a relationship. CAS helps you make intelligent career decisions, using innovative best practices to align your values and goals with an organization's needs and values.

Then, we work closely with you to help you identify strengths, goals, values and development areas so that a customized action plan outlining your next steps is established. Your action plan will help you overcome the fear of the unknown, eliminate inertia associated with change and help you to be energized by the future.

Who should consider CAS?

CAS associates understand the specific needs of senior executives. We have developed a program that provides executives in transition with the support and resources necessary to make a successful move.

Currently employed or already in transition, CAS facilitates the discussion of your search strategy, assists you in the development of a tactical plan, and provides ongoing coaching in communication effectiveness, interview preparation and interpersonal development. Our expertise in research, creating individualized interactive tracking tools and communication will help you market your strengths and develop the skills necessary to make your next role a perfect fit. In addition, our business acumen provides your search with definition and strategy so that you can identify and pursue targeted companies and connect with key contacts.

Getting started

Change is difficult; we know that. CAS Principals are available to talk with you simply to discuss your needs prior to entering into a contract. **For most executives, the time allotted (up to a half hour) is enough to determine if the CAS executive program is right for you; and, if yes,** to determine what services are most beneficial. Be prepared to forward your resume, vita and other collateral material prior to our first meeting.

Forward-positioning services

By choosing CAS, you've chosen to enter into a partnership—you know your business and we know ours. Together, we can collaborate to bring out the best for your next move. After our first meeting, where you've given us some input, a personalized program with our recommendations will be developed for your review. You select our services based on your needs, choosing a combination of consultations and market research activities. As a benchmark, most executives choose about 20 hours of individualized programming in the first month of collaboration—typically split into 10 hours research and 10 hours consultation.

For more information about Career Advisor Services, contact (800) 710-7767

CAS

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Here's where we develop important elements of your action plan including:

- Strategies with research on target markets
- Strengths analysis: Your needs, strengths, values
- Initial action plan: Coaching, research and support

In subsequent months of collaboration, you select services based on your needs, development and job search activities—greater or lesser intensity depends on you. You know each step of the plan, the costs associated with your plan—and you'll be able to document your progress.

Service options

In addition to executive career counseling services, CAS can provide additional support—options that are worked into your program plan and our recommendations. These options are an extra cost and include:

- Referral resources
- Resume/vita services
- Collateral (typically entrepreneurs only)
- Clerical or administrative support

Who we are

The CAS team has successfully worked with hundreds of individuals. We know we can help those who are ready to look toward the future and who demand demonstrated success. Here's who you'll meet:

Kathryn Tarantino, Managing Director: As managing director, Kathryn Tarantino provides individual clients with career counseling and assessments and corporate clients with leadership development and strategic services. Clients working with Tarantino discover that goals are attainable and change can be invigorating. Her assessments help clients establish direction, time lines and action plans—for each client, every time.

Kelly Persichetti, Research Director: As research director, and co-founder, Kelly Persichetti has supported a wide range of clients with her strategic and research abilities. She creates and delivers tailored, insightful marketplace research combined with a unique interactive tracking tool for CAS clients. She never confuses activity with productivity; her talents help CAS clients focus on productive search activities—enhancing overall success in a meaningful way.

Bill Coleman, Co-founder: Bill Coleman established Coleman Search Consulting and has grown that organization into a nationally recognized recruiting firm—one working with a wide range of entities from Fortune 500 companies to entrepreneurial start ups. In 2010, Coleman established Career Advisor Services (CAS) to provide tailored career consulting services to executives in transition.

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