


Kylie Hammond

Achieving **Amazing Results** Together



"We are focused on providing our clients with unique and innovative HR solutions with a total commitment to quality and service."



Introducing Kylie Hammond Executive Search & Coaching

Kylie Hammond is a world class, proudly Australian Human Resources Consulting firm. Offices are located across Australia, with International Executive Search Affiliate Partners located in London, Paris, Singapore, Hong Kong, New York and San Francisco; allowing us to draw upon an International talent pool of top talented senior executives for our clients.

Kylie Hammond provide a range of Talent Management & Human Capital Management Solutions. Our service offering includes:

- *Executive Search*
- *Talent Management*
- *Business Mentoring*
- *Executive Coaching*
- *HR Consulting*
- *Performance Services*

As a young Executive Search firm, we pride ourselves on networking with a fresh, dynamic talent pool of senior executives and in particular with emerging talent. Kylie Hammond offers a unique service and approach to identifying, attracting and retaining top talent. We are a boutique firm who offer an unwavering commitment to client service and building long-term client relationships.

We are serious about true Talent Management and focus our efforts not only on attracting the very best talent to your business; but retaining talent and getting the best performance from your most important asset - your people.

Kylie Hammond
Founder & Managing Director

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Kylie Hammond ***Executive Search & Coaching*** ***- Your Best Option*** **Talent Management Programs**



12-month Replacement Guarantee

We have the confidence to offer an exclusive 12-month replacement guarantee and every successfully placed Kylie Hammond candidate is supported during their first year of employment by our unique Executive Career Coaching Programs, designed to help our clients retain top talent to their business, and help the successfully placed candidate to succeed in their new career.

Value For Money Approach

Our Executive Search & Selection Programs provide a value for money approach; and we have proven capabilities to identify the very best candidates in a time sensitive manner. Almost all Executive Search assignments are completed within 60 days from end-to-end, with the majority of assignments successfully completed within 45 days.

Industry Specialists & Global Talent Pool

Our Principal Consultants have extensive industry and executive recruitment experience identifying and recruiting leaders across the Asia Pacific region. Kylie Hammond Principal Consultants are equity partners and they deliver a level of service and commitment that you would expect of an owner-operator. With access to our global recruitment partners and dynamic International talent pool of top senior executives, Kylie Hammond Executive Search offers our clients a proven search methodology, leading-edge systems and processes, combined with a rigorous selection process that is designed to achieve amazing results!

Research Capability

Our research capability is targeted, thorough, and focused specifically on accessing the Top 10% of talent and emerging leaders available, with access to national and international candidate pools. Kylie Hammond has developed comprehensive Talent Management Programs which aims to deliver and develop high performing teams and pools of employment resources. Talent Management is essentially about proactively targeting individuals working at the top of their industry and profession. It is a clearly defined strategic initiative designed to identify and attract people that can pro-actively address future recruiting requirements, versus a reactive approach that may involve filling a current vacancy.

Retaining Top Talent

When we established Kylie Hammond Executive Search & Coaching, we knew that we had to do things differently to break into a highly competitive recruitment market. We wanted to add real value to the recruitment process and our clients were telling us that they were tired of the "love you and leave you" approach that is common place in the recruitment industry. We offer an exclusive 12-month replacement guarantee for every placement sourced through our Executive Search & Selection Programs, backed by our fully integrated Coaching & Mentoring Programs. Our Executive Career Coaching Programs are designed to help our clients retain top talent to the business, and help the candidate become a successful new addition and top performer in their new environment.

Talent Management Experts

The catchphrase, "War for Talent", was first coined by a group of McKinsey Consultants. Talent Management has become increasingly relevant and it is seen by many companies as a way to not only build a successful business model, but as a way to develop a competitive edge that cannot be easily replicated by competitors. Finding and retaining key talent is an issue that has become increasingly critical for companies who need to achieve and maintain competitive advantage. Increasing market share, boosting productivity, improving margins, and decreasing costs have become standard deliverables for corporations worldwide.

Building a Talent Management Program and a Talent pool has to start with bringing the right people into the company via a suitable sourcing strategy. This sourcing strategy needs to address the Talent profile for the people that the company is trying to attract and specific channels to bring these people into the organization across a variety of levels.

There has to be a total commitment from within the organization to attracting and retaining the best people in the market. Kylie Hammond recognizes that companies have a number of options available to them to source top talent however it has been recognized that companies that choose a primary sourcing strategy have been the most successful in implementing a Talent Management program in their organization.

Kylie Hammond's expertise lies in building the platform, managing and executing a best-practice Talent Management Program. Talent Management in its broadest form can encompass all aspects of an individual's time within an organization, from the formation of a job description to performance appraisal and from training to succession. We can design a program which will identify, monitor and attract the Top 10% of talent in your industry.

CEO Business Mentoring

Kylie Hammond Business Mentoring is action and results-focused. Our business mentoring services are exclusively offered to the CEO, Managing Director or General Manager who has end-to-end business unit and leadership responsibility. Our high calibre team of Business Mentors, work closely and confidentially with our clients to improve profits, business performance, with a focus on leadership and personal development. Kylie Hammond Business Mentors are some of Australia's foremost talented leaders, focused on action, helping to solve specific business issues and helping our clients to achieve defined business goals.



Think of Executive Coaching for Senior Executives as:

Working with your best and brightest to enhance their leadership effectiveness, performance and career progression, within a specific organizational context. This may include development and integration of mindsets and behaviours, as well as a focus on specific requirements needed for the application of capability. Ideally, your coach brings not only an enhanced range of skill-sets that can be tapped but more importantly aims to transform the mindset with new perspectives.

Think of Business-Mentoring for Senior Executives as:

Guidance and direction in support of top-team members from an experienced person such that the individual is challenged to explore and integrate new perspectives. Business-mentoring is aimed at the individual achieving their full career potential while transferring their improved ability to manage into sustainable business initiatives. It includes guidance and exploration of specific business challenges, including strategy and policy. Ideally, your mentor should have broad useful experience preferably across many disciplines and industries coupled with an ability to share that range of expertise with you at a practical and pragmatic level. The outcome should be goal-directed and adaptable to your own strategic business success.

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A Countdown to Success or Failure?

Kylie Hammond has developed several exclusive Business Mentoring programs, designed to address the diverse and unique requirements of the senior executive team. Kylie Hammond CEO "120 Day" New Appointment Business Mentoring Program designed to support the newly appointed CEO in their first 120 days of employment. Our Business Mentoring team will work in close partnership with the CEO and, as necessary, the Board during this important time. It is now becoming evident that the first '120' days in the life of the CEO is the countdown to failure or set-up for success. Having an experienced former CEO Business-Mentor on-hand, who has been there before, can make the difference.

Successful Integration for Your Executives

Even the most experienced executive is not always 100% prepared for a new job on day one. After all the care of the selection process, it is amazing to find the most appropriate candidate is often left to her or his own devices by the board or the CEO. Any other staff person would normally have a thorough induction to come up to speed. Surprisingly, this is not often the case with transitioning executives – especially CEO's. Less than a third receives any planned or formal induction.

For a first-time CEO these factors are a significant and avoidable challenge if recognized and addressed by Business-Mentoring through our 120 Day CEO Program. It is essential that either the board offer such a program or the new appointee asks Kylie Hammond to provide it to them. Either way, the individual and the business gets a much improved chance at success. It is well for boards and new CEO's to also recognize that up to 40% of appointments to the top role fail within a year. Our 120 Day CEO Program is an investment that can avoid the cost, embarrassment and potential business failure of not preparing the new appointee properly.

Every morning in Africa a Gazelle wakes and knows it must run faster than the fastest Lion or it will be eaten. Every morning a Lion wakes up and knows it must run faster than the slowest Gazelle or it will starve to death. It doesn't matter if you are a Gazelle or a Lion but when the Sun comes up you had better be running.

Anon

Michael Donovan, Kylie Hammond CEO Business Mentor explains "There is too little formal effort made in many corporations in supporting a newly appointed executive by boards to CEO's and even by CEO's to new executives on the

team. Compounding this acknowledgement, boards, the markets and shareholders are giving new CEO's only 120 days to show they can be successful. The reputation of the board and the business will suffer if the new incumbent falters." Never before have markets, analysts, media and directors been so tough on the CEO to deliver the goods. Yet, paradoxically many boards offer little structured support towards ensuring the outcome they want and need.

In the early days of a new incumbent, everyone is a pundit - a combination of media commentary, aided by analyst predictions or forecasts, followed by fund and shareholder statements form opinion about a new appointee and what he or she needs to do. This places enormous pressure on boards and individual CEO's. Actions or inaction by boards are placing enormous pressure on the CEO to perform and prove themselves within the first 120 days of employment.

The Benefits of Using a Business Mentor

Harvard Business School provides a year-long on-line executive support program to assist with expert tips and advice. Some corporations have internal mentor programs, which assist the new executive join the culture of the organization on a fast-track. Many new CEO's are attracted by or have mentoring and/or executive coaching as part of their package. Some enlightened boards make this mandatory along with a program of practical appraisal and feedback that provides the CEO with a rigorous review of their performance. Some CEO's bring their mentor with them as part of a long-term relationship that has proven successful in getting them to where he or she is on their journey through life and business.



Kylie Hammond build this offer into their fee base for retained executive search, and offer packages of Business Mentoring and Executive Coaching to help "C" level candidates survive and excel through the first 120 day period. As Kylie Hammond, Managing Director explains, "It's a win-win. Our candidates get the support that they need during this critical time, it helps our clients to retain top talent to the organization and this in turn limits the use of a replacement guarantee".

With research showing that more than 70% of really successful leaders have some access to a trusted mentor for high-level support, mentoring would seem to offer many benefits as part of the first 120 days challenge in a new role. Robert MacDonald Chairman and former CEO of Allianz, describes the challenge of the first 120 days best. "You can't succeed in the first 100 days but you can set yourself up for success. And you can definitely fail". Whether the CEO is experienced or new to the role - no-ones own experiences encompass all aspects of the role. This is no time or place for emotional baggage or inflated ego to hold back on getting the very best assistance to ensure success.

The level of technical proficiency needed to running a business has increasingly been over-laid with the recognition that interpersonal skills are now even more essential to make a business succeed. Really effective executives use their personal experience of having a mentor to drive the interpersonal development of their team, as a mentor themselves. The gaining of experience and new skill-sets through the interaction with a peer mentor is becoming regarded as just another tool in the 'success-kit' of the new and successful executive.

Executive Coaching for High Performance

Kylie Hammond Coaches are well-known and respected senior executives who have ongoing involvement across all major industry sectors. Kylie Hammond Coaches have a range of experience including line management to CEO and Board level, human resource development, talent management and consulting areas. Our coaches are highly experienced and skilled leaders with a passion for coaching and helping our clients to reach their full potential.

The Kylie Hammond coaching team is focused on the needs of our clients and helping them to achieve personal and corporate outcomes. Most importantly, Kylie Hammond coaching is based on integrity, trust and respect for the people that we work with. Executive Coaching is for all Talented Executives who want to develop their leadership capabilities thereby adding a more powerful edge to their leadership style. Talented Executives will already be working effectively, but may have become aware they could improve their core leadership talents. Truly amazing leaders are able to role model successful leadership qualities consistently.

Kylie Hammond Executive Coaching Programs will assist leaders to become truly amazing by learning to step back from the everyday and become highly effective at creating dramatic results by recognizing and releasing the hidden potential of all members of their team. Executive Coaching is a vital resource to unlocking each executive's natural strengths, courage, inspiration, and resourcefulness.

Our Executive Coaches provide leaders with objective, unbiased and candid feedback and an objective perspective that executives can use to produce behavioural changes and in turn dramatically affect the organizations results. Enhanced interpersonal skills will allow them to get the best performance out of their staff and a heightened self awareness and self-discipline means these managers are easily able to inspire, positively influence and lead the staff around them.

Our Coaches work with individuals to enhance their personal performance through an increased awareness of their behaviour. This can have a dramatic effect on individual's ability to make more conscious and thereby effective decisions, moving from reacting to responding. Taking time to examine how we operate, not just what we do can dramatically improve our performance and effectiveness in our lives. An increase in self-awareness can also create less resistance amongst managers to examine specific areas for performance improvement which in turn helps create more motivated, happy and productive staff. And of course this significantly impacts the organizations results including the bottom line results. Far from being soft, coaching addresses the real issues within organizations as coaching is essentially about change.

Executive Coaching Programs

Kylie Hammond Coaches are a team of highly skilled Executive, Business and Work/Life Balance Coaches who are focused on the needs of our clients to ensure that both personal and corporate outcomes are achieved. Our coaching is based on integrity, trust and respect for the people we work with. Kylie Hammond Coaches are highly skilled at building rapport and challenging individuals to achieve their goals. Coaching sessions are conducted with individuals and with small groups, both within and outside the organizational structure.



Kylie Hammond Coaches have extensive industry experience and corporate backgrounds, either as managers, consultants and facilitators. Kylie Hammond Coaches work one-on-one with individual clients typically for a period of three months for one hour per week in person or on the telephone. During the first coaching consultation we help our clients set goals in the most important areas of their life. Ongoing sessions then provide structure, feedback, perspective and encouragement to assist our clients to achieve their goals as quickly and easily as possible. Coaching is a unique conversation that examines closely what it will take to move towards the goals that has been created.

During each session our clients will commit to taking actions for the following week. When meeting the client again, we discuss the obstacles faced and the insights gained as a result, we then help our client set new actions and develop new habits to achieve the results they want. Delivery methods are flexible enough to be tailored to individual and organizational needs. Coaching is all about working with someone who believes in you and encourages you, about getting valuable feedback, about seeing things from new perspectives and setting your sights on new horizons. Every successful athlete and performer today has a coach of some sort. Kylie Hammond Coaches work closely with our clients who want to achieve their best, in any field.





The Kylie Hammond Service Offering

- Executive Search
- Talent Management
- Business Mentoring
- Executive Coaching
- HR Consulting
- Performance Services

www.kyliehammond.com.au

Industry Focus

- Information Technology
- Property & Construction
- Media
- Business & Professional Services
- Legal
- Banking & Financial Services
- Private Equity & Venture Capital
- Industrial
- Not-for Profit
- Higher Education
- Motor Industry
- Licensing / Franchising
- Travel & Hospitality
- Public Sector
- Retail & FMCG

Function Focus

- Board Of Directors
- Chief Executive Officer
- Chief Financial Officer
- Company Secretary
- Chief Operating Officer
- Chief Information Officer
- Chief Marketing Officer
- Finance
- Learning & Development
- Human Resources
- Legal
- Research & Development



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