



CAREER
ANGELS

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CAREER ADVICE & SUPPORT FOR
EXECUTIVES AROUND THE WORLD.

I have the feeling that I am repeating myself every year: **it is a pleasure and an honor to be allowed to work with the European top management.** My team and myself appreciate the trust you keep putting into us and our advice & support.

It's been (again) the busiest year in the history of Career Angels – I am immensely grateful for every single client we've had to date. Even the challenging ones as they make us grow.

Without an equally fantastic team (click to meet us) **“this” would not be possible.** We work very hard on improving and maintaining our quality standards which means that only the best make it into and remain in our team. 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 | ThePerfectCV.eu | Love.CareerAngels.eu



WHERE WE'VE BEEN IN 2017...

It was indeed the busiest year ever. Without a doubt. Our own highlights and important aspects in no particular order

- **Our business grew by 22% as compared to 2016.**
- **Getting certified in Career Pattern & accompanying tools** by Decision Dynamics (see last page).
- **Independent Job Hunter:** we now know that if somebody completes the program, **they'll be successful in finding a job.** The key is: completion!
- We actively participated in the **Global Peter Drucker Forum** and the **Global Leadership Forum.**
- We took it upon ourselves to **research every single market in Europe** to understand the local differences and preferences with the aim of preparing a thorough guide. We'll soon publish findings in an article that we'll say: [Spoiler alert] **international trends trump local preferences.**
- Over 1100 **professionals** from various industries at different stages of their career joined almost twice as many **lectures, webinars and workshops** than last year – almost 25. It was a true pleasure to interact with (Executive) MBA students and alumni, as well as HR professionals across **Austria, Belgium, Estonia, Italy, Latvia, Poland, Romania...** actually globally as the webinars were **truly international!** The most rewarding aspect are the unsolicited and spontaneous thank you notes like the ones at the bottom.

Click [here](#) to read about all events we've had in 2017.

<3 from our clients, network and one of our partners

“ [From an Executive Search Consultant who had recommended us to their candidate: **VP, Global Procurement**] Your client has just shared his new CV with me. **I must congratulate you** and the team working on it for a truly amazing job. It's a **stark contrast** to his original CV – **I really love the way you captured his international experience and achievements supported by facts and numbers. This is probably the best CV I have seen** for someone with his experience, especially given the wide remit of his experience which often makes it difficult to visualize, but the Angels did it again!

“ [Chief Digital Officer] Thank you very much for your substantial help and huge support. They say that **we are who we are thanks to who we meet and interact with** – I'd qualify our session into that category of **meaningful encounters.** Thank you.

“ [Chief Financial Officer] I found a new job thanks to my personal contacts, but I think **the cooperation with Career Angels had a great influence on the final success.** I doubt I would have been able to beat my competition preparing only on my own. One of my friends is looking for a job and **I recommended you without a blink.** Thank you for your help and I wish you many successes!

“ We choose Career Angels [as a partner] as they share the **same passion and commitment** as SpenglerFox in **providing executives with the support and direction during challenging & unknown times.**

Career Angels brings to the SFTP a wealth of **expertise, relevant and current market insights.** Their **extensive research underpins the reliability of the information and advice shared** with our executives.

JOB HUNTERS BY COUNTRY / REGION OF ORIGIN

DACH	7%
SEE, CEE, CIS	20% ↑
UK, US, Canada & AUS	4%
ES, PT, IT & Latin America	13% ↑
Poland	50%
Scandinavia & Benelux	2%
Others	4%

AGE GROUPS

Age Groups	56 or older	46 to 55	35 to 45	34 or younger
%	5%	38%	50%	7%

OVERVIEW

LEVEL	2012	2013	2014	2015	2016	2017	MB, MB-1 Managers (10+ years of experience) Professionals
	66%	53%	66%	67%	70%	66%	
	18%	31%	19%	29%	23%	25%	
EFFECT	16%	16%	15%	4%	7%	9%	Found a job Decided not to change Set up a company
	62%	67%	61%	83%	63%	73%	
	26%	19%	32%	13%	29%	15%	
SOURCE	13%	14%	7%	4%	8%	12%	Speculative Introduction Networking Executive Search Firms Job Ads
	2012	2013	2014	2015	2016	2017	
	54%	79%	48%	50%	35%	39%	
	28%	14%	26%	20%	22%	28%	
	18%	7%	26%	30%	31%	23%	
-	-	-	-	12%	10%		

LEVEL

66% of our clients are members of a management board (locally or internationally) or report to one. One fourth are experienced managers with at least 10 years of experience.

EFFECT

73% found a satisfying job, 15% decided not to change, usually despite having job offers. 12% of our clients decided to set up their own company.

SOURCE OF ACCEPTED JOB OFFERS

Please note that this data relates to **accepted job offers** – not all job offers. We have also *excluded* the source of accepted job offers by professionals and junior managers. Noteworthy: **for the second time our experienced clients have accepted enough job offers generated by online job ads to become statistically relevant.** 50% were posted on LinkedIn.

NOT LOOKING... PREPARING

One number that these statistics do not reflect is the proportion of:
client who are looking for a job
vs.
clients who are NOT looking for a job.

26% (!) 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.**

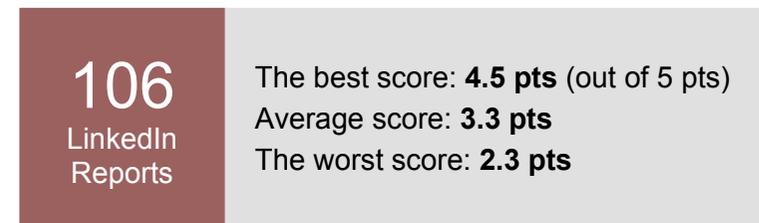
These numbers confirm our observations from the previous years: experienced managers & executives are **indeed becoming more and more aware.** See last page for more info.

MORE NUMBERS



Looking at our 7 years of experience in supporting executives mainly across Europe, 2017 was definitely the busiest year in our history:

- 556 CV Reports prepared.
- 443 Career Consultations.
- **2433 completed tasks** for our clients.
- **More than 90 interview simulations.**



SCOPE OF COOPERATION



72% of our clients delegated or outsourced up to 20 hours to us. E.g. research, CV preparation, interview simulation, general support & advice.

6% sought support during 20-30 hours. As above, just more.

11% **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.

11% 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 2017 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.