



Guiding individuals through the professional transition from a corporate career to a fulfilling encore!

What is Wise Sherpa?

Wise Sherpa works alongside talent teams during periods of reorganisation and redundancy to provide support to experienced, mature professionals who want to transition from a corporate career to explore other options and create a fulfilling encore.

In these unprecedented times, pressure is increasing on talent and organisational leadership to find ways to help experienced professionals' transition smoothly out of organisations and into new opportunities without a major resource and expertise drain on the business.

Traditional outplacement programmes are typically geared towards helping employees find another corporate role. At Wise Sherpa, we understand that employment and demographic trends are rapidly shifting, and so as a result, are the needs of organisations and how they support transitioning employees especially experienced, mature professionals. Whereas historically, early retirement or similar interventions may have been an option, these professionals are choosing to or having to stay professionally active for longer.

Our services are aimed at these experienced, mature professionals, supporting them on their transition from corporate life to a purposeful encore career. We work with professionals from the start of their journey exploring options through the transition into their encore career. This could include any or a blend of the following – setting up a business, setting up as an independent consultant, creating a portfolio career (incl board work, consulting, volunteering, writing, speaking, investing, interim etc), focusing on pro bono/volunteering, or retraining.

Wise Sherpa is the brainchild of Rebecca Hill, a consulting professional who spent 25 years working in major blue-chip organisations, most recently as a global director at EY. Wise Sherpa draws on Rebecca's own experience (as well as that of the broader team) of leaving the corporate world to set up a number of professional services and consulting businesses .

Wise Sherpa approach

Wise Sherpa has developed a five-step approach which acts as a guide. It has been specifically developed and tested with clients who have transitioned successfully to an encore career



STEP 1 - Exploring interests, strengths & realities

An initial online questionnaire is completed by the participant which forms the basis of the first session discussion exploring motivations, aspirations, fears, realities (including finances*).



STEP 2 – Identify small steps & testing

It can be hard to think one's way into a new way of being. A key part of this transition is for the participant to identify some small steps they can explore and test to see what might work for them. We will work together through a series of sessions to evolve their thinking based on their explorations and move towards a plan for their transition.



STEP 3 – Planning & execution

This step focuses on clarifying and building a vision and plan for the participant's transition to an encore career which aligns with their interests, strengths and realities. With this in place, the participant may transition out of corporate or may choose to build their encore alongside.



STEP 4 – Establishing systems & processes

We have found an assessment of participant's future working practices including location, technology, marketing, sales etc. to be a critical step in the process. It forms the basis for an approach that will set them up for success. Depending on the potential complexity, individual's skill and needs, this can be a lighter touch or more comprehensive part of the programme. Wise Sherpa is also able to make introductions into its extensive small business eco-system to help participants.



STEP 5 – Leading with resilience

Finally, we understand the need to encourage professionals in their encore career transition on a prolonged basis (at least for the first 12-18 months). As part of the programme, Wise Sherpa is available to coach and guide participants on a regular basis with a particular focus on resilience – there will be ups and downs in the transition to an encore career and this is critical.

Why work with Wise Sherpa?

The Wise Sherpa service offer is unique in being able to support experienced, mature professionals as they transition from organisational life to an encore career. There is currently a major transformation underway in organisational workforces. Wise Sherpa is at the vanguard, working with experienced, mature professionals as they smoothly exit corporate life to their encore careers, ensuring potential for professional growth and challenge. We believe our experience in us having successfully trod this path differentiates us from our competition.

We are asked by clients whether there are any particular areas of expertise where working with Wise Sherpa is more successful? We are working with professionals from public, private and third sector including legal, finance, human resources, change managements, supply chain, logistics, procurement and IT sectors to name a few on their encore transitions.

Clients often ask when is the best time to work with Wise Sherpa? We usually find it is at the point where they are considering their options for a potential corporate exit (sometimes on notice of redundancy), or they have just left their corporate role. Often clients engage us on a career break when they have created 'space' to think about their future. Others are in a slightly earlier, more exploratory phase, perhaps looking to work on the next step alongside their corporate career before transitioning to their encore career.

We are particularly experienced in working with individuals who are interested in building their encore stage around **purpose** and **impact**. As we age, the encore career stage can often become a focal point for client's professional **legacy aspirations** and we are keen to support our clients to achieve this.

*Important Notice – Wise Sherpa is not and does not aim to be a regulated provider of financial services or advice. Whilst questions and issues around financial planning and management inevitably arise in the context of the broader business consultancy service and toolkit which Wise Sherpa provides, any assistance provided on a financial basis is (a) based on Wise Sherpa's commercial business framework and the general business skillset of the Wise Sherpa team, and is never given in opposition of financial expertise, and (b) is generic and non-specialised in nature. As such, Wise Sherpa makes no warranty or representation as to its capabilities to provide any financial advice, and is not able to assume any.



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Wise Sherpa Programme Options

Wise Sherpa has three different levels of programmes – **Compass**, **Navigator** and **Guide** – to cater for varying needs and budgets. Each of the programmes typically lasts twelve to eighteen months where each participant will work with Wise Sherpa as a guide in one-to-one sessions to cover the five step approach to transitioning to an encore career.

12-18 Months Programme Content	Option 1 Compass	Option 2 Navigator	Option 3 Guide
Assessment	✓	✓	✓
One-to-one sessions covering five step approach	1 x 1 hours a month (max 12 sessions)	2 x 1 hours a month (max 24 sessions)	3 x 1 hours a month (max 36 sessions)
Strengths assessment and debrief	✓	✓	✓
Communication training	–	1 x 1 hours	2 x 1 hours
Regular Community Networking and Sharing events	For Future Development	For Future Development	For Future Development
Cost	£2495 excl VAT	£4895 excl VAT	£7195 excl VAT
Top Up Sessions	Available at additional cost by agreement	Available at additional cost by agreement	Available at additional cost by agreement

We have three key measures of success for our programme participants who have fully committed to and completed the programme and their sponsoring organisation:

1. Well-being: how well supported and set up for success in their transition do participants feel?
2. Time: how much time do participants estimate they have saved in transitioning to their encore career?
3. Exposure: how much less risk (financial and reputational) does the organisation carry as a result of pro-actively supporting participants - creating positive leavers/pro-active alumni, advocates and potential future clients?

We are also open to designing bespoke tailored programmes based on individual requirements.

What is a Sherpa?

Some Members of the Sherpa population are known for their skills in mountaineering. Subsequently, Sherpas have become known globally as world-class mountain climbing guides whose purpose is to guide climbers and help carry the load. Sherpas face the same harsh conditions and take risks like the climbers.

*Depending on location the first session is ideally face-to-face with the remainder held online using virtual meeting technology such as Zoom.



Who is behind Wise Sherpa



Wise Sherpa is the brainchild of Rebecca Hill, a former 'Big 4' global Director with an extensive background working for major global professional and financial services organisations. Her most recent role was as global director specialising in people-focused business strategy and organisational change. In this role, she developed well-honed intra-preneurial, coaching, mentoring and facilitation skills.

After 25 years in the City, Rebecca is now firmly embedded in the entrepreneurial space having launched several businesses with business partner, James Hasler. They have collaborated with a broad range of Start Ups, Scale-Ups SMEs providing training, mentoring and business strategy consulting services. Rebecca is also a founding mentor for the weinsocialtech accelerator backed by Deutsche Bank as well as a business mentor on the NatWest and NEF programme aimed at developing the entrepreneurs of future scaling businesses.

At the core of her business belief system, Rebecca has a passion for the economic empowerment of women. Whilst at EY, she led their global Women. Fast forward programme. She is also part of the UK delegation to the Women2- (W20) – an official engagement group of the G20 – and works on policy issues related to women and enterprise (including contributing to the government sponsored Rose Review). She is also an impact investor, Non-Exec, frequently writes, blogs and speaks on a range of subjects and is currently co-authoring her first book.

She holds an MSc in Coaching & consulting for Change from Said Business School, Oxford University and HEC, Paris as well as being a Chartered Marketer and has lived and worked in several countries.

Additional specialist consultants and support

Wise Sherpa has carefully curated an eco-system of associates and experts which is unique in this space. They can advise on specific areas where additional support may be required based on business objectives, experience gaps and needs.*

Exploratory Session

If you think that Wise Sherpa's approach might be right for your organisation, please contact us for an initial exploratory conversation using the details below. We can provide more information or just answer your questions about fee structure, or any key elements you would like to address.



*There may be additional costs depending on the nature and volume of advice required.