



LHH

Now more than ever,
every business is
a people business

Lee Hecht Harrison

We help companies see the possibilities in their people

The world of work is changing at profound speed. But whereas many see change as an existential threat, we see it as an opportunity to help you make a difference.

LHH teams with organizations to help reimagine what their own people are capable of. We help them deliver what's possible from within.

With skilled labor shortages and new technologies, the workforce of tomorrow may be the one you have today. Helping employees realize their true potential and filling open positions from within may be the smart move now—and in the future.



“90% of our candidates go on to earn as much or more than before”

Greg Simpson,
Head of Career Transition

A perfect storm has dramatically changed the world of work

As change increasingly impacts the workforce, it provides the opportunity for you to deliver lifelong employability to a generation of talent in transition. To cultivate leaders, recognizing the capabilities needed for today, while nurturing the expertise needed for the future.

We have the scale, the expertise and the insight, not only to identify these opportunities, but to help realize them. Transforming workforces through career mobility and transition, talent development and change management. Developing future skills, flexibility and foresight—delivered with a distinctly human heart.

LHH delivers in-depth information to help you make informed decisions

Who are the best candidates to hire? Who are the employees with the highest potential for success? Which leaders have what it takes to drive your company's success?

Digital transformation is bringing fear and uncertainty:



The adaptation of currently demonstrated automation technologies could affect 50 percent of the world economy, or **1.2 billion employees** and **\$14.6 trillion** in wages.

McKinsey & Co. Technology, jobs, and the future of work. May 2017.



About **14%** of jobs in OECD countries are highly automatable and another **32%** will be radically transformed by technological progress.

OECD Employment Outlook 2019



Technology has been the biggest cause of job disruption in recent decades, and the pace of change is likely to accelerate.

Council on Foreign Relations. The Work Ahead. April 2018.

Talent used
to be just an
HR challenge

Now workforce challenges are a CEO concern

According to a report by The Predictive Index (PI), four of the biggest challenges cited by CEOs relate to talent optimization. Nearly 70% said they need help with talent-related strategies like developing leaders, worker performance, finding the right talent, aligning workers with talent strategy, and creating a positive work environment.

Companies are looking to LHH for coaching, developing and transforming their employees like never before. It's a commitment that is seeing a strong return – with productivity up 17% and an employee's desire to leave the company down 59%.

Source: HR Dive. Finding the right talent is 2019's top pain point for CEOs. March 2019.

Welcome to the new ROI: A Return on Individuals

Today, there's a new way to look at ROI. It's now a Return on Individuals. LHH is helping companies find savings to reskill and re-energize the workforce they have while helping employees realize new possibilities.

We can strategically and seamlessly guide your company through multiple aspects of workforce transition and transformation. With solutions that focus on the individual and their potential to deliver a valuable return for your organization.



“The job of the future is about the skill not the task.”

David Lee, UPS

“At a time when offering someone a career for life is really no longer an option, employers need to demonstrate that they care about their employees’ lifetime careers.”

Alan Wild,
VPHR, Employee Relations and
Engagement, IBM

It's time to rethink what your ROI can look like

We upskill and develop people so that leaders can step up and others have the confidence to step forward into entirely new career paths. Companies that realize the untapped potential within their own workforce experience greater returns through increased productivity, morale, and brand affinity.

We help companies rethink positions and internal structuring so that employees have the best opportunity to deliver at their best.



The new ROI

In today's business climate, more and more companies are striving to deliver a different type of return: one that goes beyond a bottom line. A return that speaks to a culture, that represents a community, and reflects what a company truly stands for.

The fact is, people are the essential component of any organization's output. People are behind the ingenuity, the products that are boxed and shipped, the reputation and growth.

People have the potential to make any workforce a true force.

Which is why many companies today are thinking about the talent they have in a whole new way. And with this shift in thinking comes a new definition of ROI:

A Return on Individuals.

Today, successful companies are choosing to invest in those who, for years, have invested in them. The people who walk through their doors every day ready to embrace new challenges, ready to meet new demands.

At LHH we offer solutions that focus on the individual and their potential to deliver an impactful return for the organization. We identify workers who can be reskilled and redeployed into new roles in this newly automated, tech-driven world.

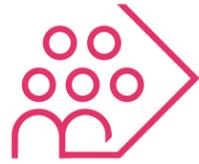
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A Return on Individuals also means a commitment to supporting employees when it's necessary to transition them beyond the organization. Because opportunity lies across town and across the world, with new companies, and within new sectors or industries. And LHH prepares candidates to seize it.

A Return on Individuals is a long-term investment for organizations that will increase productivity and boost morale. It will arm workers with the skills they need to compete wherever they go – the corner office, a new floor, or a new company. And it will say to the outside world that you're investing in your company's greatest resource – **and the planet's: People.**



We have the expertise to transform an entire workforce



Search Practices

The best organizations start with exceptional diverse talent—sharp minds that understand their culture and values and have the skills and growth potential to evolve in pace with it. With decades of experience behind them, LHH Knightsbridge Search Practice professionals are adept at finding, assessing and delivering both full-time and interim talent—by uncovering the C-suite executives, board directors, and mid-level managers or senior professionals you need to take your organization to the next level.



Outplacement

LHH Active Placement is outplacement reimagined. While dedicated, personal career coaching remains at the heart of everything we do, we've evolved outplacement to align with today's digital hiring methods. And with upskilling and reskilling from General Assembly and LinkedIn Learning, we're helping candidates land in today's most in-demand jobs.



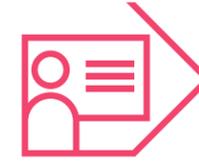
Redeployment

What if you could reduce restructuring and recruitment costs while addressing skill gaps and filling critical open jobs across your organization? LHH's redeployment solutions can help your company shift from a replaceable workforce to a renewable one. We combine assessments, coaching and AI matching with reskilling and upskilling in a scalable, configurable internal mobility solution.



Executive Transitions

LHH's International Center for Executive Options (ICEO) is a boutique practice that partners with senior leaders, companies and boards. Together, we navigate critical personal and organizational decisions and the complex challenges associated with senior leadership transitions as well as other inflection points in executive careers.



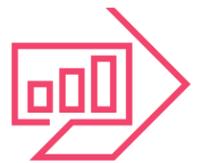
Coaching

LHH has over 50 years of coaching experience and more than 2,000 highly credentialed coaches around the world. Our coaches bring unique business expertise to their engagements through a consistent Internal Coaching Federation (ICF) accredited methodology. We transform individuals and teams in a contextualized and impactful way.



Virtual Coaching

Ezra is an intuitive, app-based coaching solution that can be scaled across your entire organization. Ezra lets your employees choose a coach, schedule live video coaching sessions, and chat with their coach about their goals, plans and challenges – all in a way that's aligned to your company's objectives and measured in a way that matters to you.



Assessments & Analytics

In today's competitive labor market, it's more important than ever to understand the skills and capabilities of your current workforce and make smart, informed talent investments. LHH delivers the insights you need to make better decisions on who to hire, develop, coach, redeploy and promote.



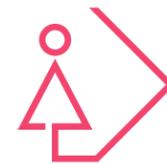
Career Development

With LHH's career development programs and flexible digital toolkit, you can empower your employees to assess opportunities and take control of their career paths, inspire managers to become talent developers, and build your employer brand—all while driving higher levels of engagement and retention.



Leadership Development

From the front line to the C-Suite, we deliver integrated leadership development programs that improve accountability and bridge the gap between company expectations and leadership performance. We help leaders shift their mindsets and develop the critical skills to lead in the digital era, engage employees, and achieve business results.



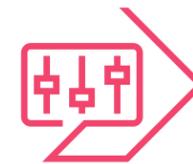
Elevating Women in Leadership

Elevating Women in Leadership is an immersive program that accelerates the development of female leaders and creates a pipeline of women who will inspire, drive results, and take on future leadership roles. It provides insight for people leaders so that they not only learn how to become great talent managers, but also how to help with the headwinds that women often face in the workplace.



Accelerate Change

Accelerate Change promotes immediate, personal application of new knowledge and tools that help companies develop and implement successful change initiatives. Leaders develop the understanding and approach to guide their teams through change. Employees become more emotionally resilient so they can embrace change and take on new challenges.



Accelerate Transformation

Accelerate Transformation builds the mindsets and capabilities needed to align, commit and deliver on your transformation objectives. We cultivate transformational leaders and help your people deal with complexity and ambiguity, creating a culture where there's space for the exploration, experimentation and iteration that leads to successful transformation.

Individual solutions for your entire company

As market dynamics continue to shift, companies need to either inspire new employees or engage their current employees in new ways.

Whether you're trying to reduce the impact of an upcoming restructuring or build a long-term redeployment system, we'll help you unlock the skills, capabilities and possibilities to make your workforce a true force.

“Advanced technology changes the way we work and the skills we need, but it also boosts productivity and creates new jobs.”

Alain Dehaze,
CEO, The Adecco Group



Redefining and humanizing company culture

Companies who need to adapt their products and services face a great challenge in determining how their culture and people will support the new business strategy.

It's important to take a human approach to situations affecting your employees' lives and livelihood. We cultivate transformational leaders and create a culture where reassessment and exploration are encouraged and rewarded.



The value in putting your company's values to work

Employees who work at organizations committed to their well-being demonstrate stronger financial performance, reduced turnover, and better customer satisfaction than their peers.

We'll show you ways to empower your employees to assess opportunities and take control of their career paths, inspire managers to become talent developers, and build your brand as a company where people strive to work—all while driving higher levels of engagement and retention.



Here's what our clients and their people have to say



“It’s about the high touch and the quality of the professionals that the executives are going to be engaging with. That’s the difference.”

Greg Giangrande, Former CHRO & Chief Communications Officer, Time Inc. (ICEO)

“The best thing about my LHH journey was not only rediscovering myself and what I could offer as a professional, but also understanding networking—its value.”

Paola (Active Placement Candidate)

“My team members that have been on this program are fairly new to this level of senior management and to managing managers, and what I’ve seen is really their maturity grow. They’re standing in their own right as confident leaders.”

Joe Thompson, Director, Science, Imperial Brands (Group Leadership Development)

“LHH has given me the confidence to ensure that I make the right decision about the jobs that I went for. That it wasn’t just any job—it was the job that I wanted.”

Emily (Active Placement Candidate)

“LHH has a fantastic reputation inside BAE Systems for providing high quality support for our employees and a reputation for excellent customer service.”

Paul Schofield, Head of Employee Relations, BAE Systems (Redeployment and Active Placement)

“The program at LHH didn’t just help me find a job, it helped me find the job that I want to do.”

Stylianos (Active Placement Candidate)

“In today’s talent war, it’s important that you manage your employment brand. Engaging in the ICEO services is a way to respect the individual, and that ultimately reflects positively on the brand.”

Shannon Sisler, Chief People Officer, Crocs (ICEO)

“We decided to use LHH above other organizations because of their international reach. We really felt assured that this was an organization that understood the different cultural settings that we needed to work with.”

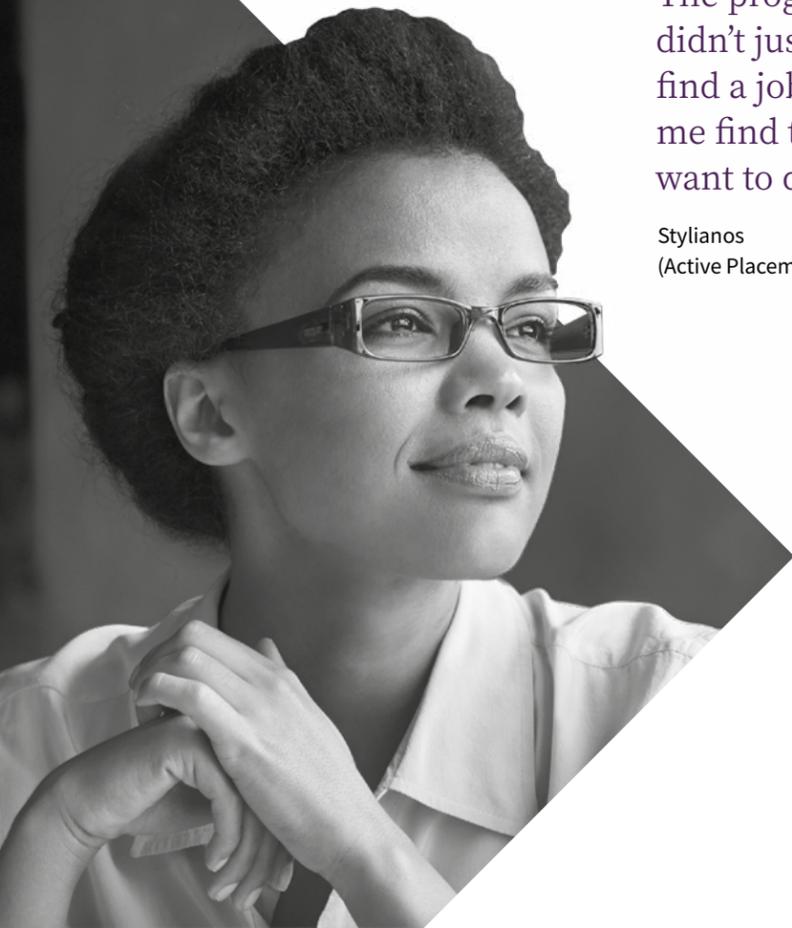
Jacqueline Lanham, Director, Rexam UK (HR Career Development, Active Placement & Change Management)

“Coaching raised my awareness of my behaviors as a leader and how these can be leveraged to strengthen my organization”

Executive Coaching participant, Global Oil & Gas company (ICEO)

“Participants have described the program as an awakening.”

Inara Sanchez, Organizational Development & Diversity, Klabin (Elevating Women in Leadership)



It's time to rethink the potential of people

In today's marketplace, organizations are discovering the need to turn their attention inward to find their future talent. At LHH, we help companies see the possibilities in their people. Through assessments, coaching, upskilling and transitioning, companies can realize the untapped potential within their own workforce, resulting in increased productivity, morale, and brand affinity.

A division of The Adecco Group – the world's leading HR solutions partner – LHH's 4,000+ coaches and colleagues work with more than 12,000 organizations in over 65 countries around the world. We make a difference to everyone we work with, and we do it on a global scale. We have the local expertise, global infrastructure, and industry-leading technology to manage the complexity of critical workforce initiatives and the challenges of transformation. It's why 60% of the Fortune 500 companies choose to work with us.

ALM Intelligence has named LHH a Vanguard Leader in Talent and Leadership Consulting. Training Industry includes LHH in its Top 20 Leadership Training Companies – recognized for the quality of our solutions, innovation, thought leadership and reach. We are honored to have received numerous awards in partnership with our clients, for delivering on their visions of career mobility and leadership development. We would be honored to partner with you.

Whether you need to transform an entire workforce, improve the effectiveness of leaders or teams, or simply help one person succeed in their career, look to LHH for Opportunity, Delivered.

Find out how LHH can help

1.800.611.4LHH
www.LHH.com

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LHH

There is opportunity within
every company and every person.

We're helping both deliver on it.

This is LHH.

This is Opportunity,
Delivered.

Lee Hecht Harrison

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