



**An innovative approach to help executives  
in career transition**



## AVARAP ASSOCIATION FACT SHEET

- A French non-profit organisation
- 30 years experience in collective coaching
- Groups run by volunteers, holding (having held) senior management positions
- 450-500 participants per year in France
- 85% of participants are fully satisfied
- Partnership with Alumni associations of top European business schools such as **ESCP-Europe** & HEC

## AVARAP – ESCP Europe Alumni partnership

- 10-year partnership between AVARAP and ESCP Europe Alumni Association
- Over 700 participants (52 groups) for France and the UK

	Year started	N° of groups	N° of participants
France	2005	47	
UK	2010	5	
Italy	Expected 2016		

## The AVARAP Association mission statement

Maintaining independence from any business, religious or political sphere, the method aims at:

- Helping executives imagine and build a new meaningful professional future.
- Matching participants personal values, demonstrated skills and markets opportunities.
- Ensuring them long term employability.

# AVARAP Methodology is based on a strong set of humanistic values

- Attentiveness
- Respect
- Tolerance
- Open-mindedness
- Sharing

## The AVARAP Methodology unicity

- A robust, action-oriented program coordinated by a professional facilitator
- Group of 12-14 participants building together their individual professional future during 3 months
- The group finds its richness thanks to the great variety of its members (professional background, age, nationality)

## Who can join AVARAP career change workshops?

- Managers and executives
  - currently employed (30 %)
  - and/or in career transition (70%)
- All professions and industries.
- Ages: from 30 to 50+.

## Why join an AVARAP group?

- To assess your current job situation and/or change careers.
- To find ways to implement this career change.
- To build a strong professional project
  - ❖ *Suited to your personality, skills and affinities*
  - ❖ *Consistent with the current job market.*





## Leadership inside AVARAP

- A volunteer facilitator trained by professional trainers during a 6-day session.
- The group works autonomously.
- All work is kept confidential.



# A powerful 3-step program

## Objectives

**Who am I?**

The mirror  
Achievements

Build mutual trust  
Develop self-confidence

**What do I want to be?**

Dreams(3DM)  
Selected targets

Unleash creativity  
Focus energy

**What am I going to do?**

Career project  
Marketing & implement

Commit oneself  
Train for success  
Execute

# Who am I?

**Assess yourself and your skills and submit them to the group for discussion:**

- ❖ Understand how you are perceived: the Mirror
- ❖ Analyse your achievements and the things you like to do most: your acquired knowledge
- ❖ Identify your unique & transferrable skills: your potential
- ❖ Assess your current behaviours: your ability to adapt to change

# What do I want to be?

## Define your professional targets:

- ❖ Confront your affinities and skills with the current employment market.
- ❖ Create ideas through a brainstorming technique.
- ❖ Choose 3 career targets.

# What am I going to do?

## **A new career project and its implementation:**

- ❖ Refine your 3 targets using the group feedback.
- ❖ Write down and validate a clear and consistent project.
- ❖ Develop and implement an action plan to succeed in selling this project.



## Group and homework during the 4-5 months

- One session per week, on Wednesdays, 6pm - 9pm
- 2 full days per month (on a weekend)
- Workshops to be set up
- Homework (contact and information research, writing up of documents)
- Work is expected to be sustained and steady
- **Punctuality and regular attendance are a must**



# The Avarap group magic: the art of « Giving and receiving »

## What I can expect from the group

Presence & listening  
 Positive mirroring  
 Patience & challenging feedback  
 Original insight/out of the box thinking  
 Encouragement to dare state clear choice  
 Benevolent pressure for accountability  
 Support during trials & errors  
 Market expertise

## What I shall bring to the group

All items listed on the left  
**PLUS**  
 What I am – as fairly as possible  
 My own positive energy  
 My own professional network  
 My contribution to the collective discipline  
 Celebration of the others progress and success



## **AVARAP Methodology benefits**

- Regain your self-esteem and self-confidence
- Improve self-knowledge
- Get boosted by group energy and dynamics
- Understand and optimise the impact of your behaviour on others.
- Acquire an efficient work methodology
- Learn how to adjust to change





## The AVARAP program requires commitment and the right mindset

- A 3-month commitment to the group
- A positive attitude
- A regular attendance
- A thorough and rigorous work during each step and each workshop.

# The cost per participant

## Participation Fees

ESCP Europe Alumni members	<b>€ 450 (£ 340)</b>
Non members + Non ESCP Europe Alumni	<b>€ 590 (£ 440)</b>

*Please note: this amount will not be refunded if you leave the group.*



# Timetable of an AVARAP group

Sessions	Preparation.	Mirror Liking Skills	Brainstorming & Targets	Professional project	Marketing
1	<b>Expectations</b>				
2	PA				
3	Group's name	<b>1st mirror</b>	<b>1st Brainstorming</b>		
4					
5					
6					
7					
8					
9					
10					
11					
12					
13					
14				<b>1st P.P. validated</b>	
15					
16					
17					<b>1st O.S.</b>
18					
19					<b>1st A.P.</b>
20					

O.S : Offer of Service  
A.P. : Action Plan.