



# THE CAREER PARTNERS' DIFFERENCE YOUR LOCAL EXPERTS . . . YOUR GLOBAL TEAM

**Career Partners is an international company owned and operated by local, best-practice, transition/ career management companies. Compared to others, our business model scores the highest, providing superior services to our corporate clients and the great people who use our services.**

Category	Chains	CPI	Affiliations
1. Conformity and consistency of service delivery across North America	Conform to head offices policies and procedures	Consistency through a shared delivery platform*	Lack of consistency from one independent to the next
2. Pride of ownership and ability to reflect local differences in programs	Low	Very High*	Very High*
3. Ability to pass on economies of scale to clients and candidates	Medium - have to pay for a large bureaucracy	Very High - with over 150 offices and minimal bureaucracy*	Low - too small, cannot share costs
4. Intimate knowledge of local markets	Variable - sometimes consultants parachute in	Very High*	Very High*
5. Flexibility and ability to adapt to changing conditions	Medium - due to bureaucracy	Very High - due to shared vision, mass resources and no bureaucracy*	Medium - due to small size and limited resources base and need to convince other affiliates to follow suit
6. Idea generation/ innovation and talent pool	Medium - driven by head office supported by branch staff	Very High - starting with over 100 business owners who are entrepreneurial, working in the field with an empowered staff*	Variable - depending on the nature of the local partners
7. Counselling orientation	Process	Results*	Results*
8. Atmosphere	Bay Street Formal*	Business Casual*	Business Casual*
9. Availability of consultants	Low-medium	High*	High*
10. Access of candidates and clients to owners	Limited to non-existent	Very High*	Very High*
11. Technology	High/Very High - tendency toward over reliance on technology and less emphasis on one-on-one counselling*	Very High - CareerAdvantage, Online Career Centre, ResumeMaker*	Limited to non-existent

**Top Ranking Totals**

**2/11**

**11/11**

**6/11**

\* denotes top ranking

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