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The Leets Consortium
Successful Outcomes For Leaders In Transition

Career Transition Services for Leaders

The Leets Consortium (TLC) helps leaders expand their life and career options by combining our appreciation of their unique needs with high-tech global reach, career strategy and old-fashioned collaboration.

Our focus remains unchanged since 1990. Senior leaders receive services provided by a unique team of executives ... a consortium. They are selected to provide maximum leverage, while freeing leaders to concentrate on the things they do best. **TLC** maintains the lowest ratio in Southern California of career transition clients to consortium team members to ensure personalized and responsive services.

We invite you to visit us and assess our capabilities. Until then, please consider these highlights:

TLC's Executive Career Transition Service starts with understanding the leader's needs and includes:

- Identifying and evaluating career objectives while exploring alternative career options
- Building a comprehensive and strategic marketing plan to achieve career goals
- Developing and refining communication, influencing and presentation skills
- Marshalling the specific resources leaders need for a successful search campaign
- Preparing for interviews and coaching on how to establish value to potential employers
- Neutralizing potentially negative situations and references
- Evaluating and negotiating multiple employment offers

TLC Executive Coaches

Peter and Anne Leets are the primary coaches for all **TLC** Career Transition clients. Unlimited personal consulting is provided to the leader including support, as needed, for family members.

Peter has achieved "Fellow Manager" designation (one of twenty in the United States) from the Institute of Career Certification; has been a board member with the International Association of Career Management Professionals and has successfully assisted hundreds of leaders since 1990. He has owned three businesses, successfully selling the two prior to **TLC** to public companies. He was President of the world's most active M&A firm and an officer for a Fortune 500 company. He has been directly involved with corporate governance for two decades, serving on five company boards.



Anne and Peter Leets

Anne is an innovative career strategist with a diverse business background as a senior leader in sales, marketing and general management.

With her coaching expertise, leaders can strengthen their executive presence and enhance their communication, presentation and influencing skills.

TLC has a wide range of ASSESSMENTS available

When requested, we routinely use the **California Personality Inventory** and its *Coaching Report for Leaders* developed in conjunction with the *Center for Creative Leadership*. The rich reservoir of ideas and information helps leaders work through the stages of a planned incremental change process. And, since it's atheoretical, it can be easily supplemented by, or integrated with, other assessment tools.

For those seeking a deeper look, our psychologist can provide in an depth psychological assessment, which we routinely combine with fresh 360 feedback, offering comprehensive insight and a sound foundation for the future.



Peter Leets with client



ADMINISTRATIVE SUPPORT ... like leaders are accustomed to

TLC's administrative team is cheerful and professional, working with no more than 10 leaders receiving services concurrently. They provide personal and immediate responses to administrative needs and help with the details that make a leader's search campaign successful including resumé preparation and gathering job leads and internet postings congruent with the leader's objectives. Research needs are filled utilizing computer-based subscription services. Executive employment database subscriptions, like RiteSite, are provided at no additional charge.

The "ADVISORY BOARD" for Leaders in Transition

Anne and Peter are complemented by a team of accomplished professionals who have demonstrated their competence repeatedly before being selected as TLC Advisors.

Assistance with all transition-related legal matters, including severance and employment agreements, business combination and purchase agreements is available through our legal community relationships which include **Adam Karr, Mark Budensiek** and **Veronica Gray**.

Christina Diener is our "Career Transition Digital Coach". With experience developing brand presence for several Fortune 500 companies, Christina helps leaders strengthen their "personal digital brand".

Trey Johnson, Jerry Morey, Missy Stern and **Vicki Dallas** are specialists who may be consulted if exploring entrepreneurial opportunities, starting a business or buying a franchise. To evaluate early stage companies as a leader or investor, we offer access to **Tech Coast Angels**.

When financial assistance with 401(k) rollovers, estate planning, stock option planning etc. is needed, we turn to **Dan Koblin** and **Tino Pagano**.

TLC also offers corporate governance assistance. For experienced directors, we provide access to a rich blend of public board directors. For aspiring directors, we offer a director and an educational road map, including established relationships with Harvard and the UCLA certification program, help with the language of the boardroom, board expectations, due diligence and potential liabilities.

Enhancing the Leader's NETWORK Through Introductions to Ours

Peter often provides more than 100 personal introductions into our community helping leaders achieve their objectives more effectively and efficiently. TLC's proprietary resumé distribution platform places the leader's resumé into the hands of 5000 targeted Southern California executives.

TLC connects leaders to the search community selectively, yet completely. We make personal introductions to both the local regional retained search firms and to local representatives for the national and global firms.

New Position ASSIMILATION

Our services do not end when the leader "lands". Peter and Anne stand ready to assist during those critical first 90 days.

IMPORTANT HIGHLIGHTS

- Satisfaction is guaranteed
- If the leader is separated within the first 12 months after they "land" and they do not receive career transition assistance from their new employer, TLC will provide additional transition help at no charge.



Christina Diener
Career Transition Digital Coach



Testimonials

One of our core values is “*demonstrate, don’t declare.*” We listen to each client’s unique needs, then work diligently, and financially invest more to ensure client success ... and exceed their expectations. Here are a samples of what our clients are saying:

“Peter (Leets) was very helpful to me in thinking through, and developing, a game plan around how to approach my next career step. He was able to bring professional resources and tools to bear in assisting me do a self assessment. He was a good sounding board as I worked through the trade-offs and considerations in continuing to work for large organizations versus doing something more entrepreneurial which would help me better balance work-family.

“The real difference that Peter and Wendi made in my process was that the opportunity I ultimately signed on for was networked to me through the TLC team. The lead, which was high fit for me, came through their network contacts. So ultimately my current assignment came directly through working with The Leets Consortium.”

**Dennis O’Brien, President
ConAgra Foods**

“After three and a half years as President and CEO of Ruby’s Diner, I decided to resign and seek a new opportunity. Coupled with that decision, a friend recommended that I engage Peter to assist me in my career development. Initially, I was not interested. I felt confident that with my sources and contacts in my industry I could secure a good position; one that would provide me more of what I was missing in my current role. Fortunately, I did decide to work with Peter.

Reflecting back on my experience with The Leets Consortium is a pleasure because the experience was so profound and life-changing.

I learned to make a wise choice. I encourage you to make one now and work with Peter. Enjoy the journey.”

**Fred LeFranc, former President and CEO
Ruby’s Diner**

“Peter is an outstanding career coach, planner and entrepreneur, in addition to being a very supportive business partner. The words that come to mind when I think of Peter are a “class act.” I recommend Peter’s services without hesitation to anyone who needs a caring consultant who delivers results.”

**Ed Trainor, former SVP/CIO
Paramount Pictures**

“I so appreciate your help in making this decision and transition in my life. What you did that was most helpful was make me clear about what I wanted, tell the truth about the California market, create some great contacts, offer creative options to consider, prepare for interviews with vignettes and, most of all, provide your own personal coaching. When I got the job with Moen, The Leets Consortium sent me flowers and my NYC firm sent me the final bill. It was such a dichotomy that I laughed out loud.”

**Nancy E. Uridil, past Senior Vice President, Global Quality Assurance
Estee Lauder Companies**

“I feel so fortunate to have met Peter Leets and his associates during my career transition. I noticed from the moment that I walked through their doors that his firm was different. I greatly appreciated the beauty of the artwork and his one-on-one warmth and professionalism. Having been focused on one company and one mission for so many years, I felt completely out of touch with what I wanted to do, what talents I could bring, what opportunities could help me realize my goals and what was going on in the local market. Peter walked patiently with me through the entire journey. I’m grateful to him for helping me realize the gift this time gave me. His search firm and corporate leader relationships helped me to find and land a marvelous opportunity. I feel incredibly blessed to have met him and his associates.”

**Charles Lee, CIO
American Career College and West Coast University**

“Before meeting you, my job search yielded some opportunities, but nothing was panning out. I believe I lost some of my focus and drive as the process is very grinding. Your coaching, mentoring and network got me re-energized and focused. I know that my resume looked better, I was more upbeat at networking events and totally prepared for all interviews. You opened my eyes to possibilities and opportunities that I would have never thought of or chased. As you know, a few months ago I accepted a position you introduced me to and it is going very well. If not for your efforts on my behalf, none of that would have happened. If I can ever return the favor or give a reference to anyone on your behalf, please ask. You have made such a positive impact on my career, I owe you one.”

**Lew Jaffe, CEO and President
Oxford Media**

The Leets Consortium

Irvine, California

Las Vegas, Nevada

Honolulu, Hawaii

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