

Solution Cadres Comprehensive Support for Career Transition and Management

Solution Cadres is much more than a simple outplacement program focused on job search techniques. It is a true platform for exchange, learning, and networking designed to support experienced executives through their career transitions. The program aims to foster a strong sense of belonging to a group and team, which is crucial during transitional periods.

This 4-month program (16 weeks) offers a structured and personalized approach.

Key components of the program:

- **Personalized Individual Coaching:** Each participant is paired with a dedicated coach for the entire duration of the program. The coaching covers the three essential dimensions of a successful transition: *Energy, Orientation, and Strategy (EOS)*. This includes 5 to 6 one-on-one sessions and availability between sessions. The coach also actively participates in networking and facilitating connections.
- **TRIMA Psychometric Assessment:** Every participant takes the TRIMA assessment, a competency-based model that explores social styles (“WHO are you?”) and skills (“HOW do you do it?”). Each participant receives a detailed report and personalized feedback from their coach.
- **Scheduled Group Sessions:** The program includes 7 in-person group sessions. These sessions feature presentations (introductory session), practical workshops (pitching, business model canvas, and personal business model), TRIMA tool discovery, and follow-up checkpoints (at 3 months and at the end of the program). They are scheduled at the beginning, middle, and end of the program to maintain momentum.
- **Thematic Workshops:** Seven thematic workshops are offered on topics such as CV and cover letter writing, communication and networking, digital transformation, LinkedIn (in two parts), interview preparation, and creating a personal presentation video. These interactive online workshops are held via Zoom and require prior preparation.
- **Interview Training Tool (Beeready):** Participants receive unlimited access to an interview training tool that enables the creation of personalized interviews, video analysis, and feedback sessions with a coach. The tool closely mirrors those used by companies.
- **Digital Tools and Strategy Support:** Participants receive up-to-date advice on digital tools, including those integrating AI (such as ChatGPT, Canva, Notebook LM, etc.), and have access to one-on-one sessions with a digital strategy expert.



Market Connection and Networking:

- **Lab f21:** Meetings between experienced executives and startups, scale-ups, or SMEs for brainstorming and potential recruitment opportunities.
- **Strategic Sessions:** Monthly meetings with startups from the Trust Village incubator, including pitches, strategy sessions, and mentoring.
- **Conferences and Events:** Regular events with market stakeholders (recruiters, headhunters, pension specialists, payroll experts, etc.).
- **Networking Breakfasts:** Usually held once a month.
- **Thematic Roundtables.**
- **Futura21 Entrepreneur Club:** A network of current and former participants who meet once a month.
- **Job Market Monitoring and Referral:** Via the F21 Job Market Place on LinkedIn.

Coworking and Exchange Space: Participants have full-time access to open-space workstations and the option to reserve private offices. This space encourages informal exchanges among participants and the program team.

Solution Cadres provides comprehensive, dynamic support that helps participants strengthen their skills, expand their networks, and regain positive momentum during their transition. The program team is fully committed.

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