



Executive Overview

Launching careers....after the applause

Summary Agenda



- ▶ Opportunity
- ▶ Challenge
- ▶ Solution
- ▶ Unique Approach
- ▶ Value Proposition
- ▶ Combining Unique Experience
- ▶ Next Steps

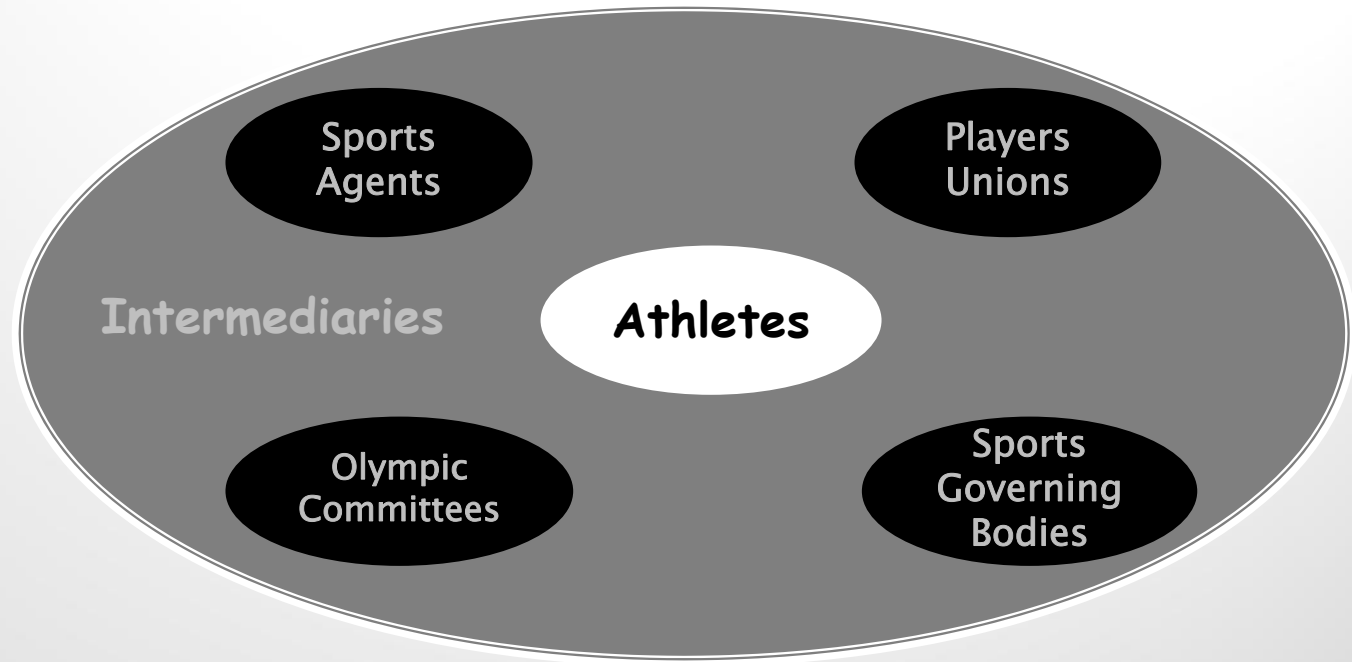
The Opportunity



- ▶ Professional sports offers a unique environment for shaping and testing critical attitudes and capabilities paramount to success in business
- ▶ We are a talent acquisition firm specializing in matching world-class athletes and employers

Employers

Fortune 500
Local Businesses
Professional Services Firms
Government Agencies
Not-for-Profits
Coalitions/Foundation
Sports Related Organizations





" Be more concerned with your character than your reputation, because your character is what you really are, while your reputation is merely what others think you are"

- ▶ John Wooden,
1910 - 2010

The Challenge



- ▶ The growing competition for talent characterized by a strong work ethic, self-discipline and the drive to succeed.
- ▶ The need for team players and leaders who understand high performance in increasingly complex and dynamic circumstances.
- ▶ Increasing demand for ongoing learning and mastery of new knowledge, skills and abilities.
- ▶ The integral challenges of physical, mental and spiritual fitness and fortitude.
- ▶ Learning how to appropriately transfer athletic experiences and talents into business relevant setting.
- ▶ Identifying introductory opportunities best suited to their talents, in which they can learn and grow their desired executive management skills.
- ▶ Developing existing skills and characteristics for maximum advantage.
- ▶ Transitioning into a fast-track career environment.
- ▶ Successfully on-boarding and integrating into executive teams and management processes.

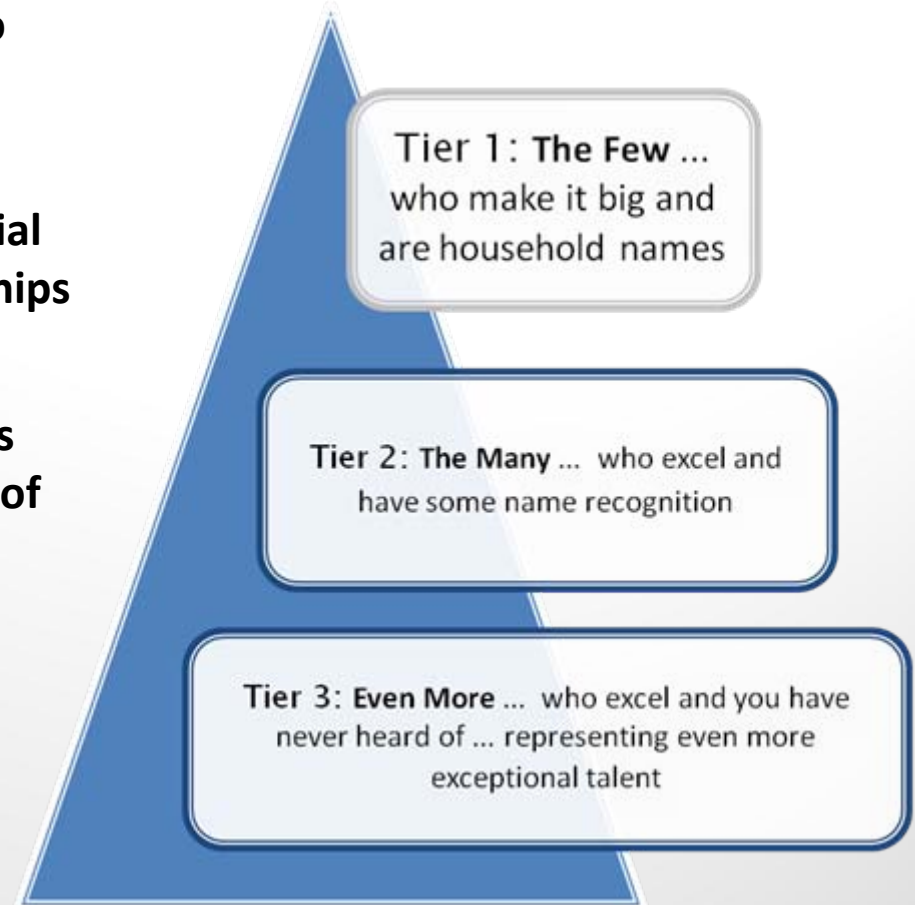
Employer Challenges

Athlete Challenges

The Solution



- ▶ **We tap into the Athletic Talent Pool to meet your specific staffing needs**
- ▶ **Bridging the gaps for mutually beneficial opportunities and long-term relationships**
- ▶ **Our focus is on the majority of athletes who represent a large, untapped pool of world-class talent**





" Sports teaches you character, it teaches you to play by the rules, it teaches you to know what it feels like to win and lose – it teaches you about life. Champions keep playing until they get it right. "

- ▶ Billie Jean King



Our Unique Approach



- ▶ **Target high-impact athletic talent**
- ▶ **Represent great Companies, sports intermediaries & quality athletes**
- ▶ **Assess candidate fit for corporate culture by using proven assessment tools**
- ▶ **Nurture and leverage sports intermediary relationships to access top talent**
- ▶ **Selection of ideal candidates - attuned to all stakeholders needs**
- ▶ **Integrate and deliver guidance to Athlete for initial on-boarding success**
- ▶ **Track processes to consistently improve performance**
- ▶ **Identify continuous needs and opportunities for a winning formula**
- ▶ **Ongoing support network and access to talent pool**
- ▶ **Negotiate mutually beneficial programs between employers and Athletes that fosters success**

Our Value Proposition

– The Transition Program



- ▶ **Target high-impact talent**
 - Develop proprietary database for targeting best quality talent
 - Make initial contact and follow-up
 - Advanced career planning with candidates
- ▶ **Represent great Companies & quality athlete candidates**
 - Partner with ideal employers
 - Develop key relationships with Companies and athletes
 - Identify best-fit roles and responsibilities
- ▶ **Analyze athlete profile**
 - Review candidate attributes and expectations
 - Combine key assessment tools and techniques
 - Provide structure for transition success

Our Value Proposition

– The Transition Program



- ▶ **Nurturing intermediary relationships**
 - Identifying prospective intermediaries
 - Developing and sustaining relationships
 - Leveraging relationships
- ▶ **Selection attuned to stakeholders criteria**
 - Identifying needs
 - Customized and targeted search
 - Selection and negotiation to close
- ▶ **Initial on-boarding to ensure successful integration**
 - Provide input to Company staff to design relevant orientation
 - Insight from the recruiting process to help shape goals & objectives

Our Value Proposition

– The Transition Program



- ▶ **Track and improve performance – employer commitment**
 - First 100 Days
 - 6 Months
 - 12 Months
- ▶ **Identify ongoing needs**
 - Review organizational opportunities
 - Prioritize future engagements
 - Launch & execution
- ▶ **Ongoing support network**
 - Best practices, coaching & mentoring
 - Facilitate network connections through webinars & conferences
 - Trade associations & professional groups

Our Value Proposition

– The Transition Program



- ▶ **Negotiate mutually beneficial programs**
 - Assessing contribution potential (ROI)
 - Employer exposure & athlete development opportunities
 - Compensation & benefits – total rewards

- ▶ **Value opportunity for Employers**
 - Exceptional talent
 - Highly motivated
 - Driven to succeed
 - High-impact contribution





“Ability is what you're capable of doing.
Motivation determines what you do.
Attitude determines how well you do it.”

- ▶ Louis Leo "Lou" Holtz



Our Value Proposition – The Eco-System



▶ **Value opportunity for Athletes**

- Road-map to next chapter of success
- Transition skills to the corporate environment
- Develop and demonstrate business acumen
- Achieve career aspirations

▶ **Value opportunity for Intermediaries**

- Sports agents demonstrate long-term commitment to clients
- Players unions reinforce support of members
- Sports governing bodies emphasize importance of balanced careers
- Olympic committees transition top talent into successful careers

Combining Unique Experience



► About us

- Founded by Donn Bleau, we bring an ideally suited combination of experiences and perspectives, with a track record of success ...
- Uniquely connected through our extensive business and sports networks
 - LOS ANGELES OLYMPIC ORGANIZING COMMITTEE (1982-1984) - Venue Operations Director and Senior Human Resources Director
 - PRO INC. (1985-1990) – Vice President, Division Practice Leader
 - GLOBAL RESOURCES GROUP (1990-1999) – President and Founder
 - SOLOMON PAGE GROUP LLC (1999 to Current) – Managing Director, National Practice Leader

► Contact

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“After my 10 year career as a major league baseball player, I knew I wanted to enter the business world. What I was unclear about was where do I start?

After meeting with Donn on several occasions he provided me with a game plan and the guidance I needed to pursue the sales career I was looking for. The marketplace data and resume preparation he supplied were invaluable and played an integral part in me landing a rewarding sales position.

He educated me on the inner workings of the corporate environment which really added to my confidence level during the interview process.”

- ▶ Jeff DaVanon,
Outfielder for the Angels, Diamondbacks, and A's

