

YOUR NEXT CHAPTER

Executive Career Transition & Outplacement Program

Clarity · Positioning · Placement

GROW
NOW
GROUP

About Us · Experience That Connects. Development That Creates Impact.

We support individuals and organizations through periods of change, with a clear focus on sustainable development, genuine transformation, and measurable results.

As part of the GrowNOW Group, we combine business coaching, consulting, training, and industry expertise within a holistic approach. Our objective is not merely to provide short-term solutions, but to create long-term career and business opportunities - both on a personal and organizational level.

Our work is based on the conviction that growth always begins with change. Change is not simply adaptation; it means consciously challenging existing patterns, recognizing opportunities, and actively shaping new paths.

Holistic Approach · More Than Traditional Coaching

We follow a holistic coaching and consulting approach that integrates three key dimensions:

- Personality & Mindset (self-awareness, motivation, managing change)
- Competencies & Positioning (experience, strengths, market presence)
- Market & Execution (strategy, networking, concrete actions to achieve goals)

This integrated approach enables us to go beyond surface-level solutions and create lasting change - particularly during complex transition phases such as career reorientation or outplacement.

Our programs combine strategic outplacement coaching with active market support. Depending on the selected option, our services range from structured preparation to intensive personal career representation.

GrowNow Group KG
Spengergasse 47
1050 Vienna, Austria

UID ATU 69845536

GROW
NOW
GROUP



Deep Industry Expertise · Aviation & Supply Chain

A key differentiator of our work is our extensive operational and strategic experience within the international aviation and logistics industries.

Through initiatives such as AviationNOW and SupplyChainNOW, we combine coaching with real-world market expertise and in-depth industry knowledge.

We bring many years of international experience across airline, cargo, and logistics structures and understand the requirements of global markets firsthand.

This combination enables us to develop realistic, market-oriented, and actionable strategies.

Industry Network & Practical Expertise · At the Heart of the Industry

Through our activities in education and training, we maintain close relationships with companies, decision-makers, and industry networks.

Our programs are characterized by:

- Strong practical relevance
- Direct access to key market structures
- Up-to-date knowledge of industry developments and requirements

We do not operate in a theoretical environment - we work where markets, careers, and reality intersect.

Our Commitment

We do not see ourselves as traditional coaches, but as sparring partners, trusted partners, and strategic supporters.

Particularly during sensitive periods such as unexpected career transitions, the focus is not only on securing the next role, but on gaining clarity, discovering new opportunities, and creating a strong new direction.

Our mission is to help individuals not only find a new position, but to shape the right next step in their professional development.

Our Focus in Outplacement

Within our outplacement programs, we combine structured career coaching, active market support, strategic positioning, and - depending on the selected option - personal career advocacy.

The result is a clear, professional, and individually tailored pathway back into the job market, built on substance, strategy, and perspective.

Designed for experienced professionals and executives undergoing career transitions. The objective is a structured positioning in the executive job market.

Option 1 · Outplacement Basic Plus

Fee: EUR 5,000 (excluding VAT) - Fixed Fee

Services Included:

- Career assessment and reorientation
- Competency analysis and goal definition
- CV and LinkedIn optimization
- Application strategy
- Networking strategy (including activation and outreach)
- Interview preparation and coaching

Objective: Clear positioning and professional preparation for the job market.

Option 2 · Outplacement Professional

Fee: EUR 10,000 (excluding VAT) - Fixed Fee

Services Included:

- All services included in Option 1
- Advanced market-positioning strategy
- Ongoing support throughout the application process
- Active assistance with market outreach
- Structured implementation through to identified career opportunities

Objective: Support through to successful career placement.

Option 3 · Premium Career Agent & Scouting

Fee: EUR 15,000 (excluding VAT) - Fixed Fee

Services Included:

All services included in Option 2

- Intensive executive sparring (including short-notice and on-demand sessions)
- Dedicated personal career agent and strategic advisor
- Support during contract and salary negotiations
- Strategic fine-tuning of market positioning

Additional Success-Based Component:

Successful placement (scouting): additional EUR 3,000 (excluding VAT)

Objective: Maximum support, accelerated placement, and personal market representation.

General Terms & Conditions, Compliance, Ethics & Payment Terms

The General Terms and Conditions as well as the Compliance and Ethics Guidelines of the GrowNOW Group KG, Spengergasse 47, 1050 Vienna, Austria, apply in their current version. Payment is due upon acceptance of the proposal and issuance of the invoice, without deduction. Any services or third-party costs not explicitly included in this proposal will be invoiced separately to the client. Further details are available at: www.grownow-group.com

Conclusion & Next Steps

This proposal is non-binding and subject to availability during its validity period. By signing this proposal, the client accepts its terms. No additional written agreement is required.

Confidentiality & Non-Disclosure

This document contains proprietary and confidential information. All information provided to the client is supplied on the condition that it will not be used or disclosed outside the scope of the business relationship with the GrowNOW Group.

The GrowNOW Group retains all ownership and intellectual property rights relating to the materials contained herein, including supporting documents, files, marketing materials, and multimedia content.

By accepting this document, the recipient agrees to the above confidentiality provisions.

By signing this proposal, the client confirms that all stated terms and conditions have been read, understood, and accepted as the binding basis of cooperation.

Payment Terms

The programs are delivered as structured comprehensive services and are therefore invoiced as fixed-fee packages.

All amounts stated are exclusive of 20% VAT, which will be charged additionally.

Option 1 · Outplacement Basic Plus (EUR 5,000)

The full fee is payable before the program commences.

Option 2 · Outplacement Professional (EUR 10,000)

50% upon engagement - 50% after 4 weeks

Option 3 · Premium Career Agent & Scouting (EUR 15,000)

33% upon engagement - 33% after 4 weeks - Remaining balance after 8 weeks

For Option 3, a success-based fee of EUR 3,000 becomes payable upon the successful conclusion of an employment contract. Success is deemed achieved once a legally binding employment agreement has been signed between the client and an employer.

Should payment be made in whole or in part by a third party or company, we kindly request written confirmation together with the full invoicing address and contact details of the invoice recipient.

Please Select Your Preferred Option:

- Option 1 – EUR 5,000 (+20% VAT)
- Option 2 – EUR 10,000 (+20% VAT)
- Option 3 – EUR 15,000 (+20% VAT) + EUR 3,000 Success Fee

Alternative Executive Coaching Option

As an alternative to the outplacement packages offered above, our Executive Coaching services may also be engaged on a flexible, needs-based basis.

In such cases, services are billed according to actual time spent at a rate of EUR 250.00 per hour, excluding applicable VAT.

Confirmation & Signature

By signing below, I confirm the selection of the chosen option and accept the terms and conditions outlined in this proposal.

Full Name:

Address:

Company (if applicable):

Date:

Signature:
