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Flexible Work Choices for Executives

September 15, 2008 by Deborah Robinson



Former Hudson CEO Anne Hatton and former George Patterson Managing Director Jane Neale (pictured) have combined to establish **Hattonneale**, a business and executive search consultancy that bridges the gap between traditional executive search and business consulting. Hattonneale connects executives seeking portfolio careers with companies who need short or long term executive level input and expertise.

By focusing on the emerging portfolio career and virtual worker sectors, it is the aim of **Hattonneale** to help address the executive skills shortage, whilst providing more flexible work options for women returning to the workforce and others wanting to achieve a more balanced lifestyle.

A portfolio career combines a number of executive roles, such as freelance work, contract and project roles, board positions and executive coaching and mentoring with a number of different employers. When combined, they offer the equivalent of a full-time position, but offer more autonomy, flexibility and variety of business tasks.

Anne Hatton, the former Australia and New Zealand CEO of global recruitment company Hudsonaid the concept for **Hattonneale** came from rapidly changing white collar workplace trends. "Australia now has the second highest rate of part time work in the developed world and the rate of part time work has almost tripled since 1966 to now represent 29 per cent of the workforce*, of which 32 per cent are professionals."

Jane Neale says that portfolio careers are a perfect career choice for baby boomers and women. During the next five years employment in the areas of management, finance and administration will grow by more than 20 per cent** and women and older workers will help meet this demand.

Jane Neale told Australian Women Online, "Anne and I were fascinated by the number of people who had finished their corporate careers but didn't necessarily want to retire. They were still really keen to work but wanted to do it on their own terms."

"Portfolio careers are also particularly attractive for business women, who may have left the workforce to have a family, but are seeking a return to corporate life that offers the flexibility they need," she said.

Among services to its clients, **Hattonneale** offers executive talent contracting, executive search and executive talent consulting. Services to executives of **Hattonneale** include advice for setting up their own company for a portfolio career, back office support services, career coaching and mentoring training.

"A lot of women who have been working from home or raising children haven't put a CV together for a long time, so we offer CV services. We also offer career coaching to help them to work out what particular line of business they want to get back into."

In Australia, only about 10 per cent of Australian white collar executives are virtual workers but in the US there is an estimated 4 million virtual workers.

"The advent of portfolio careers and virtual workers does require a cultural shift in Australian business but the demographic and workforce shifts occurring right now cannot be ignored. Both approaches to work do not only have skills and experience benefits to companies, it enables them to broaden the recruitment pool and also provide a solution to protecting the balance sheet," Anne Hatton said.

Jane Neale added, "We are finding we are able to tap a previously untapped pool of people who are actually available to work, have excellent skills and capabilities, but previously haven't really been able to be sourced by the businesses that need those skills."

For more information visit the website www.hattonneale.com.au