

Our team dedication to volunteerism represents what we stand for, supporting a wide array of community programs as both financial contributors and active participants. We help organizations that feed the hungry, mentor at-risk youth, provide job-skills training for those with autism, and support families of fallen police officers, among many others. We believe that, by helping those in need, we strengthen our communities and create an environment where both people and business can thrive.

Recent Engagements

AGFA Corp	Dun and Bradstreet	Smiths Detection
Avaya	FUJIFILM	Suburban Propane
Bayer Healthcare	Johnson & Johnson	Teva USA
BASF	Munich Re America	Thermo Fisher Scientific
Becton Dickinson	Novartis	Travelport
Cytec Industries	Panasonic	Warner Chilcott
Daichi Sankyo	Schindler Elevator	Wyndham Worldwide

What Our Clients Are Saying

An independent study recently commissioned by A.J. O'Connor Associates yielded valuable feedback from over thirty current and prospective client organizations. Results showed these top five attributes for which A.J. O'Connor Associates is recognized:

- Understanding its clients
- Designing services that meet specific needs
- Offering superior service delivery performance
- Being a trusted business partner
- Having a strong reputation based on prior results

A.J. O'Connor Associates is highly regarded as a consummate professional services organization that embodies strong values, builds strong relationships and delivers strong results. We deliver a robust blend of personalized career transition, executive coaching and team/leadership development services for individuals, teams and organizations.

Let us partner with you to reach your goals. Call 973.539.3006 or visit our website, www.ajoconnor.com, for more information.



"Our relationship with A.J. O'Connor Associates has lasted over two decades. It began with outplacement services twenty years ago, then evolved into executive coaching and leadership development. Because A.J. O'Connor Associates has proven to be such a reliable partner whose services impact our performance, we now count on them fully for human capital consulting services."

*VP Human Resources,
Pharmaceutical Company*

INTRODUCTION TO A.J. O'CONNOR ASSOCIATES



Partnering with individuals, teams and organizations to reach their goals



AJO Headquarters
6 Century Drive, Parsippany, NJ 07054
973.539.3006
www.ajoconnor.com



Who We Are – About AJO

Founded in 1983, A.J. O'Connor Associates partners with individuals, teams and organizations to reach their goals. From the career transition needs of individuals and organizations, to executive coaching, to team and leadership development programs, A.J. O'Connor Associates offers uncompromising personalized service and customized solutions.

Headquartered in New Jersey, A.J. O'Connor Associates is a second-generation family owned business with a strong client base throughout the Northeastern United States. Our team of knowledgeable and experienced executive coaches and senior consultants offer expanded national and international coverage.

We are A.J. O'Connor Associates:

- Proud of our long history of dedicated service to human resources executives and senior business leaders
- Appreciative of the strong relationships we have fostered with our clients
- Committed to delivering the consistent, high-quality, individualized services, personal attention and excellent results that our clients have come to expect from us since 1983

What We Do – Our Services

At A.J. O'Connor Associates we're all about helping you reach your goals, whether they are to hire wisely, assimilate successfully, manage and develop effectively, implement change seamlessly, transition smoothly or downsize compassionately.

We offer a broad range of services to meet the unique needs of each individual, team *and* organization, tailoring our solutions accordingly.

Individuals – Individuals are the foundation for high-performing teams and competitive organizations. Our **executive coaching and leadership development** initiatives help individuals optimize opportunities as they assimilate into new roles and/or develop new competencies to achieve personal as well as organizational success.

In our **career transition** practice, we support employees at all levels to reach new goals beyond their current organizations, turning unforeseen challenges into new possibilities. With dedicated consulting support, personalized attention, technology tools and learning resources, we assist individuals as they move their careers and their lives in a positive direction, to excel at what comes next.

Partnering with individuals, teams and organizations to reach their goals



Teams – We help organizations build, nurture and engage high-performing teams to continuously deliver winning performances and superior results. Our **team alignment and development** interventions are designed to increase a team's agility and responsiveness to change, while enhancing its ability to capitalize on business opportunities. Employing an integrated system of work-based, research proven assessments and feedback instruments, we can accelerate the startup of a new team, or align and strengthen an existing team by better leveraging group dynamics, work preferences and strengths.

Organizations – We partner closely with organizations to understand and evaluate business challenges and opportunities and to create and implement custom solutions to address them. We can design and deliver the total solution and/or supplement an organization's initiative with specific services and expertise. Recent examples include helping organizations as they build **coaching cultures, manage change, such as reductions in force, and foster innovation.**

Our services combine high quality consulting and coaching with innovative programs and technology. Through significant investments in people, programs and tools, we can offer our clients unparalleled value and service excellence.

Our clients view A.J. O'Connor Associates as an extension of their organizations, confident that our services support their mission, values and culture, and secure in our ability to deliver quality in all that we do.

How We Do It – Our Team

Our professional team comprises a rich mix of business backgrounds and a wealth of experience.

All of our coaches and consultants hold advanced degrees, including M.S.'s, M.A.'s, M.B.A.'s and Ph.D.'s. Team members average 16 years of executive coaching/consulting experience; as a result, many share their knowledge and expertise in both business and academic settings. Through collective certifications in over twenty assessments, we offer a choice of options, using either our clients' preferred instruments, or those we may recommend according to the situation.

Our coaches have applied their skills across a broad range of Fortune 100 companies, and other large and mid-size companies, with strong emphasis in the pharmaceutical, insurance and financial services, consumer products, security, healthcare and high technology industries. Today, we offer national and international coaching and consulting capabilities through an expanding footprint of talented coaches and consultants.

Together we share a commitment to excellence and a passion for supporting individuals, teams and organizations to reach their goals, both within and outside the workplace.

