



About Career Outcomes Matter LLC

Career Outcomes Matter is a **talent management consulting** and **career coaching** firm headquartered in New York. We provide firms with the strategies, and tools necessary to support successful employee transitions into, within, and beyond their companies. Employee needs are as dynamic as the markets they serve. Our coaching relationships with executives at all levels uniquely enables us to understand what makes for a desirable company (and boss). The only way to make big leaps in **engagement** and **retention** efforts is to make your employee’s experience not just better, but *incredibly* better than what your competition offers. Our approach combines candid top talent insights, firsthand transition experiences, and multi-disciplinary best practices. Our clients include executives at all levels who have worked for **Jones Lang LaSalle, Bloomberg, JPMorganChase, P&G, Ogilvy & Mather, New York Life Insurance Company, NYS Department of Labor, ADP, New York University, American Airlines, SiriusXM, and Kelley Drye & Warren**. Our corporate relationships begin with a deep assessment of your business goals and opportunities to retain talent. We then customize our solutions based on your culture, the expectations of key stakeholders, and company strategy.

Our portfolio of solutions includes:

Talent Acquisition	Talent Management	Talent Risk Mitigation
<ul style="list-style-type: none"> • <i>Creative recruitment strategies and plans</i> 	<ul style="list-style-type: none"> • <i>Talent development and feeder program design</i> 	<ul style="list-style-type: none"> • <i>Career transition coaching</i>
<ul style="list-style-type: none"> • <i>Onboarding and acclimation solutions</i> 	<ul style="list-style-type: none"> • <i>Assessments of existing recognition programs</i> 	<ul style="list-style-type: none"> • <i>Exit interviews and trend reports</i>

We partner with clients who believe that talent should provide a competitive advantage for their organization. Satisfied talent proactively drives marketplace innovation, cultivates longer-lasting customer relationships, and seeks new ways to increase profitability.



For more information, call Melissa Larena at 347.724.2442, or email her at melissa@melissallarena.com.

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Career Outcomes Matter LLC is certified as a Minority Business Enterprise by the New York & New Jersey Minority Supplier Development Council, Inc.



About Melissa Llarena



Melissa Llarena is an employee transition expert and president of Career Outcomes Matter. Melissa has transitioned across 16 different business units throughout her own career and has coached professionals since 1997. She started while working at JPMorgan Chase as a generalist in HR where she focused on performance management and high potential career development programs. She later transitioned into the bank's internet marketing unit where she worked on competitive intelligence. Immediately, thereafter she joined Reuters where she was the lead trainer for Fidelity Investments. These experiences positioned her well for her subsequent roles marketing brands across sectors including in consumer product goods, financial services, and technology. Notably, she handled the IBM account for Ogilvy & Mather, where she built, implemented, and encouraged the reuse of best practices worldwide. She left her successful marketing career for megabrands including American Express, P&G, and Ogilvy & Mather to help propel top talent towards achieving a greater satisfaction in their current careers as well as to

help them cultivate their career callings.

Today, as the principal of Career Outcomes Matter, Melissa handpicked a board of advisors who possess expertise in multi-disciplinary fields covering the full range of the firm's activities and who provide guidance on particular projects and larger strategic initiatives. Members include senior leaders from Deere and Company, Ledyard Financial Advisors, Dalai Lama Fellows, Newark Public Schools, and Johnson Controls, Inc.

She is an adjunct instructor for her alma mater NYU where she earned an undergraduate psychology degree. She earned an MBA from the Tuck School of Business at Dartmouth.

Melissa continues to provide her expertise as a volunteer interviewer for many not-for-profit, career-development organizations in the US (e.g., Management Leadership for Tomorrow and Inroads) and delivers transition strategy talks at Harvard, NYU, Baruch College, the NYC LGBT Community Center, Ivy League Alumni LinkedIn Group and other organizations.

The US News & World Report, Social Media Week, TheLadders, Fox Business News, Business Insider, *Psychology Today* and *The Wall Street Journal*, ThomasNet have turned to Melissa for insights. Melissa has authored articles focused on successful transitions for Forbes and Women 2.0. She is also the author of the widely viral eBook entitled: *The Mommy Shift: A Reentry Strategy* where she provides strategic, tech-savvy ideas for working moms interested in successfully transitioning back into the workforce and most recently published the *Guide for Landing a Global Assignment in 2013*.

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