



Éclat Transitions LLC



“Who You Are is NOT Who You Will Be” Career Transition Considerations

Alan A. Malinchak, CEO





Éclat Transitions LLC



Transition Services

Éclat Transitions LLC

Éclat Transitions provides consulting services and subject matter expertise on public and military to private sector career transitioning to individuals, groups, government agencies and military branches. Our services include a (1) eTransition Guidebook, (2) Resume Transformation, (3) Counseling/Coaching/Guidance during your transitional timeframe, (4) seminars, (5) workshops and (6) keynote speaking engagements. Éclat Transitions is a certified and verified (cVe) Service Disabled Veteran Owned Small Business ([SDVOSB](#)).

Should I Stay or Should I Go



Thankfully Things Change



Change is Inevitable

- Change – Is Inevitable and Hard
 - Dan Heath, author of *Made to Stick* and *Switch*
 - Rider on an Elephant approaching a road ...
 - The Rider Knows Where They Are Going - The Reason for the Change
 - Rider Must Motivate the Elephant
 - » Simply telling the Elephant (providing the information) is insufficient
 - » Rider needs to Engage the Elephant
 - The Rider Must Shape the Path
 - TODAY is for you to SHAPE THE PATH
 - Managerial Art of Aikido
 - Abrupt v Gradual
 - Small chunks at a time, 5 minute timer to clean the room
 - once you start, hear the timer to end, you are already engaged
 - Lobsters and Frog Legs

Transitional Issues To Consider

- Fear and Anxiety
- Drivers of a Career Transition
- Timeline Considerations
- Financial Considerations
 - Retirement Calculations
- Emotional Factors
- Realities of the Business World
- Professional Reinvention
 - Certifications + Clearances
- Networking
- Resume Conversion
- Interviewing
- Negotiations

Retirement Drivers

- **Voluntary**
 - Eligible to Retire from Public Service
- **Involuntary**
 - Mandatory Retirement from Public Service
 - Medical Issues
 - Family Concerns
 - Financial Concerns

Your Current Timeline

- **When Do You Anticipate Leaving Public Service?**
 - How Much Time Do You Have to Prepare for Transition?
 - How Much Time Do You Have to Devote to Preparing for Your Transition?
 - Develop a Timeline Chart
 - Establish Accomplishable Goals/Objectives by Date and Length of Time to Complete
 - Spoonfuls v Shovel Loads
 - Meet Your Milestones or Re-Compute Timeline
- **Estimated Cost to Accomplish Your Goals**

Financial Considerations

- **Know Your Numbers**
 - Pension ?
 - What \$\$ Will You Need Based on Your Circumstances
- **Determine Your Financial Living Plan**
 - Have You Conducted a Current Assets/Liabilities Analysis?
 - Have You Conducted a Cash Flow Analysis?
 - What is the Salary You Will Need
- **Determine How Long You Want/Need to Work**
 - Factors to Consider
 - Children; Kids in College; Mortgage; Location to Live; etc.
 - » List Them – Be Specific

- Know Your Bi-Weekly/Monthly/Yearly Current Gross and Net Income
- If you have Retirement Salary – can you bank it and Live on Your New Private Industry Salary?
 - Determine if it Meets Your Goals/Expectations/Realities
 - Consider Benefits, Travel, Taxes, Commute/Parking Expenses
- How Long from Your Exit/Retirement from LE and/or the Military until you want to be Fully Retired?
 - Pick an Age or Date/Year
 - Will your new Position Monies Get You There?
 - What type of position do you need to maintain or be better off financially

Emotional Factors

- Loss of Identity
- Leaving Your Comfort Zone of Success
- Leaving Your Personal and Professional Friends/Associates
- Entering the Unknown
- Developing New Personal and Professional Friends/Associates
- Not Knowing What you Want to Do or are Qualified to Do
 - Feeling Unprepared and Unknowledgeable about Options
- New Position = Different Culture, People, Procedures, Processes, Terminology, Job Responsibilities
- Impact on Your Lifestyle
- Starting Over as the Newbie

Out with the Old – In with the New...

NOW

Who You Are

Is NOT Who You Will Be

STEPS

Preparing For Your Next Career

Is a Full-time Job

FUTURE

Public Career was Mission
Focused

Private is Revenue +
Performance Focused

Profitability & Growth v Mission Focus

Private Industry Profitability and Growth Drivers	Public Service Mission Focus
Revenue	Goal Oriented
Top Line /Bottom Savings Growth	Objectives Driven
Asset Utilization	Utilization of Assets
Net Operating Profit	Mission Accomplished
People – Customers and Employees	People as Resources

Professional Reinvention

- **Honest Self-Assessment and Analysis of...**
 - What Do You Want to do in Your Next Career?
 - Corporate Position
 - Non Profit
 - Entrepreneur
- **Your Gap Analysis of the Competencies Needed**
 - Several Tools on the Internet
 - Begin to Create a Strategy/Timeline
 - Execute on How to Get There

Determining Your Value

- **Conduct an honest Self-Assessment and Analysis of**
 - What capabilities will you bring to a private company?
 - Why are those of value monetarily?
 - To that particular company?
- **Conduct a Gap Analysis of the Competencies You Need**
 - If you can fill that gap
 - How will those increase your salary/benefit negotiation?
- **Estimate Your Value/Worth?**
 - www.salary.com
 - <http://www.myskillsmyfuture.org>
 - <http://www.mynextmove.org>
- **Conduct a cost comparison of that “position” across multiple industries**
 - Determine which industry is a better fit for you

Planning Your Next Career

- Career Path Mapping
 - Start a Company – Are you an Entrepreneur?
 - Find a Position in the Public Sector or Non-Profit Industry?
 - Find a Position in the Private Sector?
 - Finding Relatable Positions
 - Interested In
 - Qualified For
 - Meet Financial Needs

Career Path Mapping = Self Assessment

- Past Experience
- Choice and Rationale
- Preferences and Aspirations
- Competency Assessment
 - Continuous Review
- Gap Analysis

Gap Analysis

- Current to Required Skills Comparison
- Several Focused Tools on the Internet
 - Civilian
 - Military
 - Use them all

- Profitability + Growth vs Mission Focus
- Economic Overview
- State of the Employment Market
- Drivers and Timing Factors for Corporate Hiring
- Contract Factors
 - Business 101

Profitability & Growth v Mission Focus

Private Industry Profitability and Growth Drivers	Public Service Mission Focus
Revenue	Goal Oriented
Top Line /Bottom Savings Growth	Objectives Driven
Asset Utilization	Utilization of Assets
Net Operating Profit	Mission Accomplished
People – Customers and Employees	People as Resources

Economic Overview

- Is the Overall Economy Expanding or Contracting?
 - US v Global Market Numbers
 - Unemployment Numbers
 - Perfect Storm of
 - Baby Boomers Somewhat Exiting aka the GIG economy
 - Gen X and Millennial's of Gen Y and Z
 - Your Competition and their skill set
 - Are you a VET?
 - Considerations
- Are Your Personal Economic Factors Tied to any of the above?

- What Are the Employment Numbers in your area?
- Where Are the Areas of Growth in the Job Market?
 - By Industry
 - By Location
- What Professional Positions Are in Demand?
- Company Factors
 - Profitability?
 - Stock Performance?
- Industry Factors
 - Which are Growing?
- Is it a small v large company?
- Is it a Publicly Traded v Privately Held company?
- Where are you focused regarding future employment NOW?
It could or may need to change in a few months....

- Mission Change Due to a Market Change
 - War Effort to Health Care IT to Cloud Computing
 - New Focus on New Skill Sets
- Government Budget
 - Private Companies Market Share in Government Contracts
 - In-Sourcing v Out-Sourcing
- Net Operating (BizOps) Budgets Shrink with a Company
- Cost Cutting to
 - Appease Stock Analysts
 - Redirect Monies to Business Development (BD)
 - To Increase Market Share
 - Salary Cuts or Layoffs
 - It's NOT Personal – Just Business

Contract Factors

- Loss of re-compete
- Unprofitable margins
- Time and Materials or Cost Plus contracts converted to Firm Fixed Price
- Individual
 - Not meeting position expectations or metrics
 - Not maintaining your professional certification
 - Personality conflicts with peers, subordinates, superiors or CLIENTS
 - Your behaviors are not aligned to corporate culture and BD and HR emphasis

- Types of Contracts
 - Firm Fixed Price (FFP)
 - Time and Materials (TM)
 - Cost Reimbursement aka Cost Plus (CP)
- Length of Contracts
 - One Year with 2-3-4-5 Option Years
 - Yearly Performance Measures
 - Contractor Performance Assessment Reporting System (CPARS) <http://www.cpars.gov>
- Why Incumbents Lose
- Pipeline for Growth
 - Capture Management
 - Building and Nurturing Relationships
 - Business Development
 - Aligning Company Capabilities to Customer Needs

ARE YOU AN ENTREPRENEUR? Considering Starting a Company?

- Personality Traits of an Entrepreneur
- Do You Have a Great Business Idea?
- Do You Have Access to Finances?
- What It Takes To Get a Start-Up Off the Ground
- Risk Factors
 - Failure Rates
 - Why Start Ups Fail?
 - Business Acumen
 - Marketing Strategy

- Public
 - Same mission, different uniform?
- Non-Profit
 - Less Financial Rewards
 - Increased Altruistic Rewards
 - Easier Fit for Some

Certifications + Clearances

- **Professional Certifications**

- PMP; CISSP, Security +, Network +, A+; PHR, SPHR; ASIS (American Society for Industrial Security) CPP (protection), PCI (investigations), and PSP (physical security)
- Acquisition Professional – FAR – Federal Acquisition Record
- Contract Administrator/Officer – NCMA
 - www.ncmahq.org
- More Valuable than Additional Educational Degrees

- **Security Clearances**

- If you have one through current position working with federal LEO
 - Determine How to Maintain / Financial Value
 - Malinchak Story

- **Knowing and Expanding Your Network**
 - Identify Your Trusted Friends – what lessons can they share?
 - Leverage Even Your “Strength of Weak Ties”
 - Pursue Professional Contacts
 - Strategically Expand Your Network
- **Professional Networking**
 - Professional Associations Memberships/Boards
 - Social Media – Establish Yourself on LinkedIn
 - Volunteering within your Targeted Profession
 - Attending Professional Events
 - Investing Nights/Weekends
 - Establishing Relationships with Recruiters

Job Boards + Job Fairs

- **Job Boards**
 - Large Global Cross-Industry
 - LinkedIn; CareerBuilder; Monster
 - Specialized – Regional or Industry Specific
 - Aggregators - Consolidate Job Openings from Large and Specialized Job Boards
 - www.indeed.com
 - www.simplyhired.com
 - Individual Company Career Portals
- **Job Fairs**
 - Think Professional Networking

- Types of Recruiters
 - Retained
 - Contingency
 - Contract
 - Placement Agencies
- Career Counseling Services

Resume Conversion

- **Resume is a Living Breathing Document**
- **Aligned to the PD of Each Job Opportunity**
- **Under 2 pages / Concentrate on last 5 years**
 - Strengths/Overview
 - Experience
 - Certification and Education
 - Publications
 - Professional Associations / Memberships
- **Options**
 - Outsource to a Professional
 - Write it Yourself and send to Resume Editor

Regarding Your Resume...

- Always an ACTIVE living document
 - Always aligned to the Position Description (PD) and role and responsibilities applying to
 - Always include METRICS – Quantify!
 - Action > Result
 - Cause > Effect
 - The exercise of writing a resume has value, as the process of self assessment is valuable to you internalizing and visualizing yourself in the future role
 - Professional Font Style; No smaller than 10 pt
 - Use Action Words, e.g., Developed, Implemented
 - Do NOT use dates for Education
 - Do NOT include references (unless asked for in the PD)
 - Everything in your cover letter is aligned to the PD

Standard Resume Components

- **Standard Components of a Business Resume**
- **~ 2 pages in length**
 - Objective
 - Strengths/Competencies – aligned to the PD
 - Experience with Metrics
 - Professional Certifications
 - Professional Associations/Memberships/Boards
 - Volunteerism (is it related to a company's)
 - Language
 - Education
 - Skills with software/social media/databases
 - **Publications (dependent on position)**
- **Options**
 - Outsource to a Professional
 - Write it Yourself and send to Resume Editor

Quick Resume Exercise

- Complete a narrative description of one item you would put on your resume from your current position
- Anyone willing to share with the group?
 - Discuss how it might be changed/converted

Eclat Resume IP Format

- **OBJECTIVE:** Successfully transition from _____ to _____ leveraging my strategic and operational ___ [specific] expertise to provide value to _____ as the _____. **[this is aligned to the position description]**
- **KSA Boxes – these are your key strengths aligned to the PD**
- **Title, Name of Company _____ Year - Year**
Location of Company – Direct Report to Title of Position, not name
- **Example – General Information relative to the Position**
 - Designed, developed and implemented leadership and HR training for 36 Headquarters personnel
- **Example Using Quals from the PD**
 - Responsible for 24/7 patrol operations of 6 sheriff station patrol jurisdictions delivering patrol, detective and community-based policing services for nearly 400,000 residents with a staff of 1,000 sworn law enforcement officers and 250 professional support employees

The Ladders

1. Professional experience

Senior System Architect
 2009 - Present

Formerly a product of Nova Systems, founded by North Bridge and Charles River Venture Partners (CVC and SVF) since initial seedlings (see Nova Systems launch 2007) and ETSI products and industry that are currently deployed at over 800 sites around the world in over 50 countries.

Product Manager and Management

- Part of the core product team responsible for defining the company market strategy, product analysis, product positioning and marketing communication plans.
- Responsible for product development and solution effort - including:
 - Product requirements, group sessions and presentations.
 - Product development and requirements gathering effort to support product development.
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- Responsible for product development and requirements gathering effort to support product development.

Sales and Services

- Drive new customer wins (in channels) in Europe and Middle East which were critical to expanding the company in 2009/2010.
- Instrumental in acquiring and managing channel partners worldwide - including "giving the keys".
- Instrumental in up selling, cross selling and most importantly closing projects resulting in growth of services revenue.
- Managed the solution development team - team was distributed between US and China.
- Drive engineering product requirements based on customer and partner experiences.

Technical

- Member of the algorithms in the new product. Solved patents.
- Instrumental in IP control and management algorithms in the new product.
- Member of the standardization of Low level Reader Protocol (LLRP) - a work item standard for reader interface protocol. This standard involved coordinating with a large number of work and driving standards from 80+ companies. This effort was completed within a year which was a record time for this type of participation. Awarded as the CEO Person of the Year award in 2010 for this effort.
- Member of the Reader Protocol group in ESI/SPOGlobal.
- Co-lead the massive technology demonstration of a new European ETSI standard that led to the explosive growth of RFID in Europe. This also paved the way to acquiring Hilti - one of Nova's largest customers.
- Instrumental in securing partnerships with the key technology vendors.

Senior System Architect, Lead Systems Architect, FPGA Team lead
 2004 - Jan 2009

- AT&T technical liaison.
- Lead the technical coordination effort with AT&T. Provided architectural direction and input to the customer architecture and strategy. Coordinated the technical aspects of the sales effort. Defined and managed the lab testing of the product. Worked with the CEO and VP Sales in defining successful sales strategy, contributing to selection by AT&T for next generation packet core RNC network.
- FPGA team lead
 - Lead the team of 8 engineers (6 designers + 2 verification) on critical FPGA design (leading edge cross-over architecture for the VNAT platform) successfully brought them to completion.
 - Worked with the CEO & CTO in working out the technical and sales strategy for partnerships and customer sales. Played a lead technical role at other major account activities including AT&T, Bell Canada, TSC.
 - As the lead architect - undertook number of hardware, software and system architecture projects across 3 platforms (Tera, Tera and Tera)
 - Architected modules that plug into AT&T (non-bank) router chassis. The modules are (i) packet aggregation module and (ii) drop channelized OC-N modules. Both these modules were key to the AT&T RNC network architecture.
 - Architected and implemented the module access protocol for packet transport on the ring. This architecture included a novel QOS and SLA aware distributed ring-wide bandwidth management algorithm; opening and buffering subgroups at the ring ingress node and packet assembly at the ring egress node. The architecture included off shelf network processors and FPGAs (Ring MNC sub-system).
 - Architected and implemented a Tern-space Tern architecture for the TDM portion of the network element. This architecture looked like a state chip (mix of off-the-shelf chips and FPGAs). The FPGA included (i) multiplexer (ii) demultiplexer and framing, and (iii) network switch. The network switch FPGA is a novel high-density switch fabric (12.5Gb/s) for the small/medium size platform and 32.5Gb/s for the high-end platform. The TDM switching architecture was implemented using linear FPGA COE for 12.5Gb/s and 16-nd for 32.5Gb/s. This architecture is a network switch capable of switching

TECHNOLOGY INNOVATION EXECUTIVE
PRODUCT MANAGEMENT & STRATEGY & D

Strategic and tactical Product Management and Business Hardware Development Executive with more than twenty years of extensive product development experience in networking, IP, cloud and software segments. Having operated mostly in the product development and marketing segments, drove the entire development lifecycle and helped in the successful launch of several new products. Business success complemented by exceptional academic background including **Master's in Computer Science**.

Research & Development Director, Strategic Product/Systems Management, Standards Development, IP Strategy, System Design, Software Development, Project Management

PROFESSIONAL EXPERIENCE

Senior System Architect - Chesham, MA 2009 - Present
 Product in IP/MPLS core network and software for network element

VICE PRESIDENT
 One of the founding team members, selected as architect, subject matter expert, and made key contributions to Nova's product development. Authored work plan and representation of standards groups. At the head of software and technical design, aligned Product Strategy and product strategy with the needs and requirements of global customers planning to deploy RFID in their applications. Led solution engineering team and managed solution development teams in China and US.

- Re-architected and re-launched the company to Operational Packet Logistics in Healthcare - market entry, go-to-market, competitive analysis, product positioning and validation, and execution plans.
- Established channel partnerships with Europe and Middle East to build recurring revenue. Negotiated and closed a diverse set of deals to increase growth.
- Awarded 2 patents for invention of algorithms that contributed to an award-winning Nova product. Authored 2 patent disclosures in support of the new strategic Healthcare effort.
- Created workable standard for reader interface protocol - Low level Reader Protocol (LLRP). Coordinated revenues from 40+ companies worldwide in record time which was recognized with CEO Person of the Year award in 2007. Named as co-chair of Reader Protocol group in ESI/SPO Global.
- Lead a successful large scale demonstration of new European ETSI standard that created explosive growth in Europe. Instrumental in securing partnerships with the key technology vendors.

Senior System Architect - Boston, MA 2000 - 2004
 Strategic and tactical product leading centers to address utilization of 30Mbit/sec network

DIRECTOR - NETWORK ARCHITECTURE

Lead team of 8 engineers in design and implementation of the core algorithms in POPA. Drive innovation with next generation architecture design. Performed competitive analysis and managed customer grid vendor relations.

- Architected central critical components including:
 - Core network architecture that supported a diverse set of services across the network.
 - Core network architecture that supported a diverse set of services across the network.
 - Core network architecture that supported a diverse set of services across the network.
- Architected as well as AT&T and partnered directly with CEO and VP of Sales to support technical aspects of sales and AT&T to selling solution for their next generation packet core RNC network.
- Secured 2 patents for CAM technology.

Senior System Architect - Chesham, MA 2000 - 2004
 Product in IP/MPLS core network and software for network element

PERFORMANCE ANALYSIS CONSULTANT
 Awarded as the VP of Engineering and the CTO of the company. Performance, scheduling and QOS issues, and network topology.

Senior System Architect - Chesham, MA 1998 - 2000
 Product in IP/MPLS core network and software for network element

PRINCIPAL ENGINEER
 Collaborated with AT&T.

- Lead engineering of ATM network for the SmartSwitch Router, including system architecture, software and hardware development, verification, verification, and debugging.

Senior System Architect - Chesham, MA 1998 - 1999
 Product in IP/MPLS core network and software for network element

PRINCIPAL ENGINEER

- Developed as principal member in networking group and as lead of next generation switch project (NextGen Optical Switch). Instrumental in design innovative methods to address high capacity switch fabric. Invented a novel switching algorithm that was one of the key to product and delay guarantees in a modular switch fabric.
- Evaluated performance and recommended several improvements to ensure optimized buffer requirements. Using analysis of SmartSwitch Router box, realized performance, and scope of Next of Line using NextGen.

EDUCATION

Computer Science - University - College Station, Texas
 Electrical Engineering - University - College Station, Texas
 Electrical Engineering - University of Technology, Houston, Texas

When Did You Last Interview? Interviewing Outside Government...

- **Use the interviewing skills you learned during your career but DON'T Interrogate ☺**
- **Implement DISC communication/behaviors**
 - Or other personality diagnostics that go into a deeper understanding of behavior
 - <http://www.trimetrix.us>
- **Some companies use Behavioral Based Interviews**
 - But are not as proficient as you might think as they ask you “**What** Did You Do?” and “**How** Did You Do It”
 - If you know more about them, than they know about you
 - you control the interview

Know Yourself

- DISC Personality Diagnostic
 - Dominant, Influential, Steady and Compliant
 - Self Evaluation
 - Self Discovery
 - Your Default Behavior and Communication Styles
 - May Need To Change Your Default for Interviews and Corporate Environment Position

Big Style Characteristics

- D & I
 - Active
 - Lead by Inspiration
- S & C
 - Less Active
 - Lead by Example

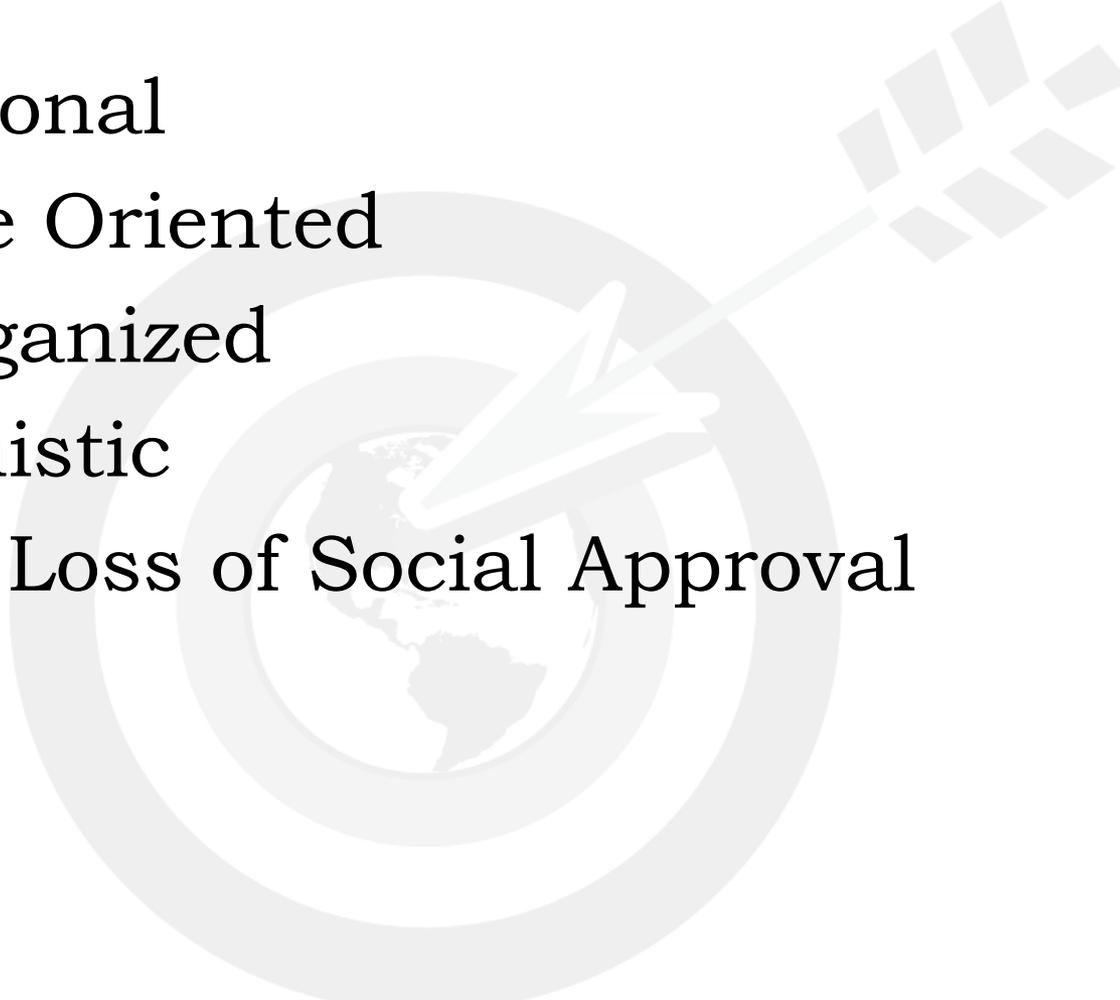
Dominant Characteristics

- High Ego Strength
- Impatient
- Desire Change
- Need Direct Answers
- Fear Being Taken Advantage Of

Other Dominant Tendencies

- Aggressive
- Controlling
- Don't Like to be Told What to do
- Very Critical of Themselves
- Want to Change the World
- Workaholics - Authority and Power Driven
- Believe in Delegation - will wear you out
- Cause others to have stress...

Influence Characteristics

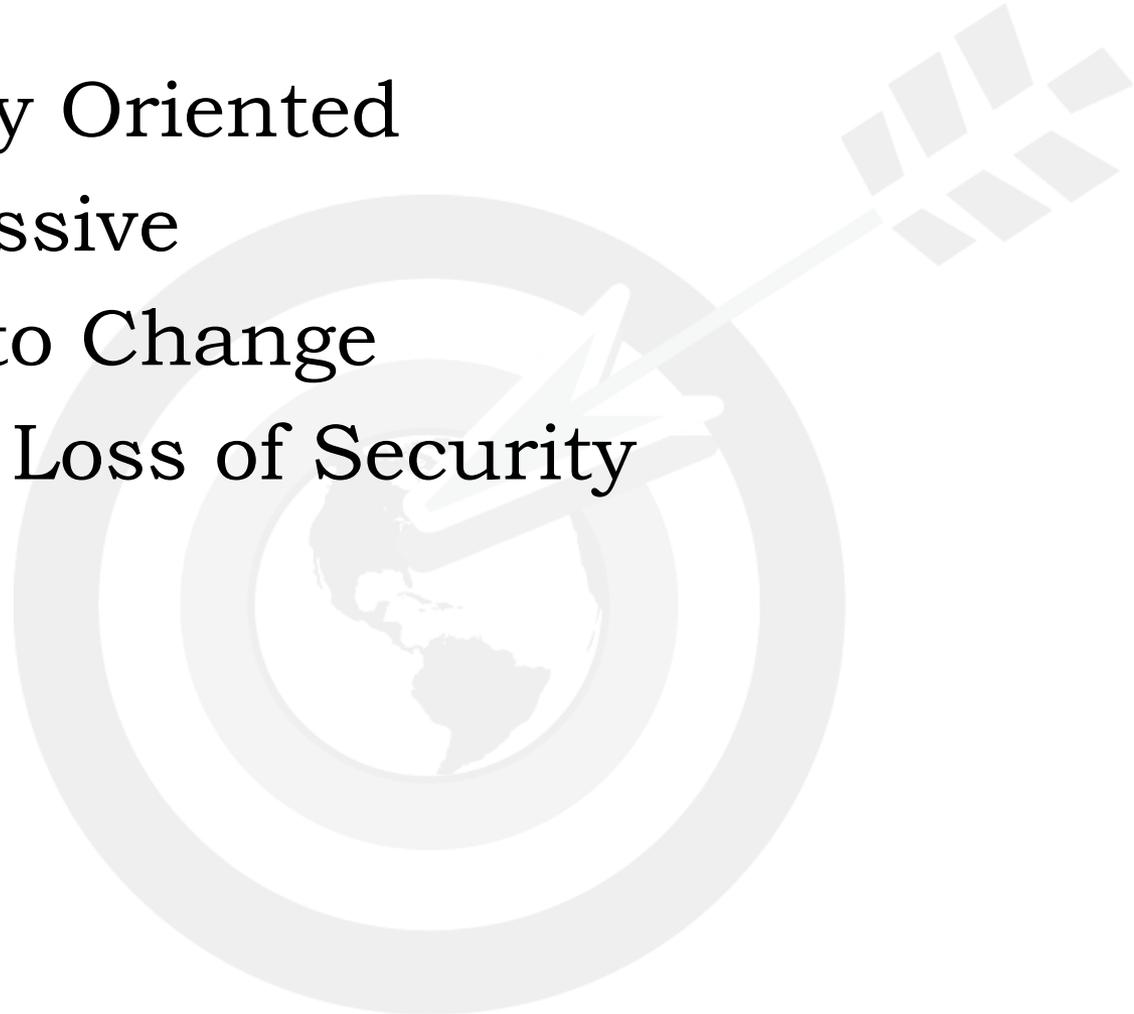
- Emotional
 - People Oriented
 - Disorganized
 - Optimistic
 - Fears Loss of Social Approval
- 

Other Influence Tendencies

- Sixth Sense
- Creative Problem Solvers
- Will attempt anything
- Build people up
- Will TALK about anything
- Rules are for others
- Highly Persuasive...

Steady Characteristics

- Family Oriented
- Possessive
- Slow to Change
- Fears Loss of Security
- Loyal



Other Steady Tendencies

- Genuinely nice people
- Quiet and soft-spoken
- Very patient
- Store problems in their gut
- Very good at calming excited people (very good listeners)
- Good at repetitive tasks...
- If I had an hour left to live....

TNAILPMOC Characteristics

- Perfectionist
- Accurate - loves detail work
- Sensitive
- Fears Criticism
- Don't like Change - Enjoy the Status Quo

Other Compliant Tendencies

- Very conservative
- Always right
- Never want them on a jury
- Rules and regulation oriented
- If there is no rule, they will create one
- Won't take risks
- Worry about everything...

Stages of Interviewing

- Pre-Interview
- The Interview
 - Frequently Asked Questions at Interview
- Post-Interview

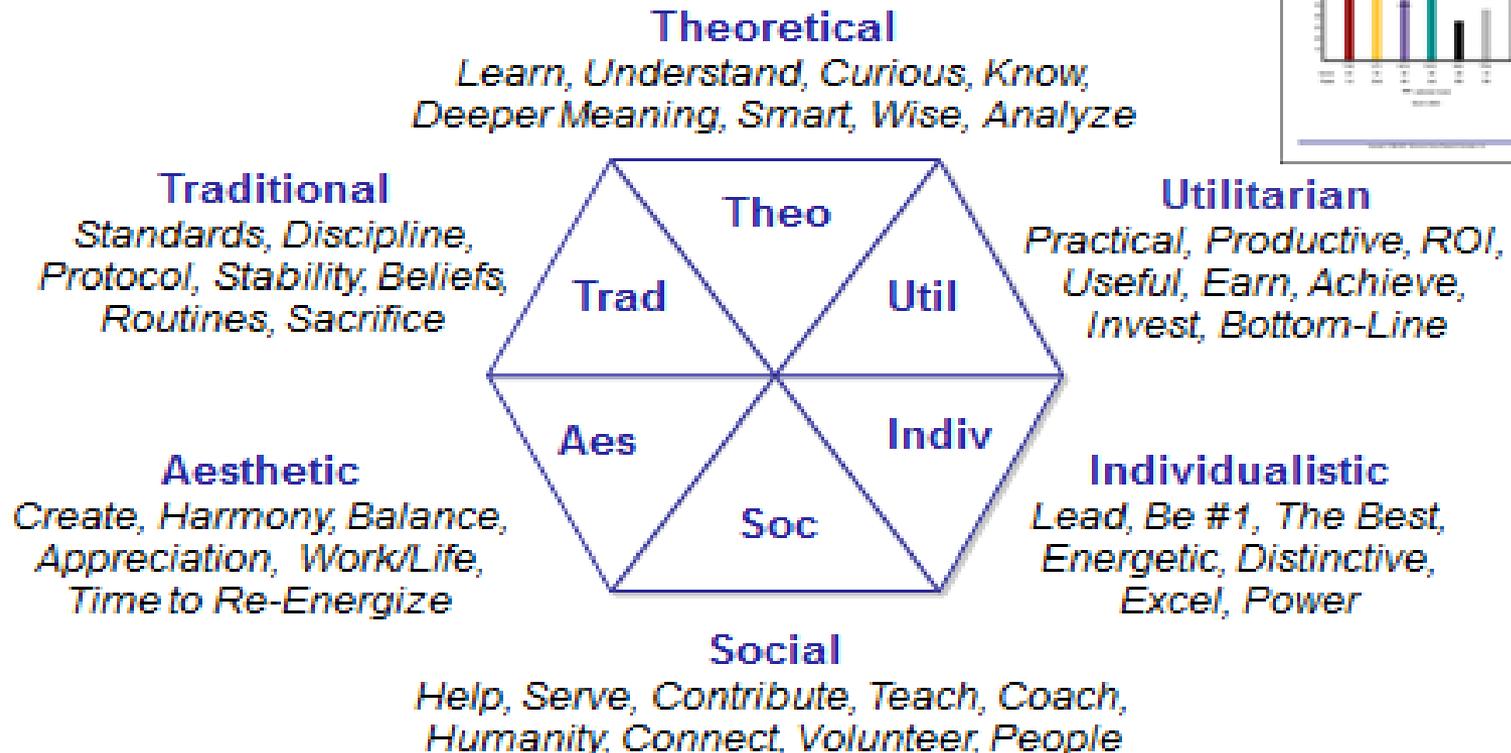
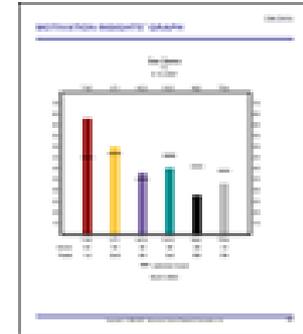
Pre- Interview

- **Preparation**
 - Research the company, e.g., www.glassdoor.com or www.vault.com
 - Research the company website
 - Know the company inside and out
 - Read their annual report
 - Know the key executives/Board of Directors
 - Look for reasons WHY you want to work for that company
 - Prepare a list of questions for the interviewer
 - **Understand how hiring managers are selecting new employees – “Moving Selection Beyond Guessing”**
 - <http://www.ddiworld.com/gsf2012>

Pre-Interview Continued

- **Self-Practice your Interview**
 - Anticipate questions you will be asked
 - Write out your answers > Voice them to another person > Tape it to determine voice control, voice cracking, confidence, etc
 - Prepare questions about the company for the interviewer
 - Use the “What and How” in your Behavior Based Responses
- **Self –Practice Your Body Language**
 - <http://www.best-job-interview.com/interview-body-language.html>

Workplace Motivator – Trigger Words



The Interview

- **Day of Interview**
 - Image/Body Language
 - Avoid “Cop Talk” e.g., NYPD “...the bosses... on the job...” other regional examples?
 - Avoid Negative and Irrelevant Issues
 - Be Aware of your Internal “Self Talk” – Stay Positive
 - Be On-Point and Concise when Responding to Questions
 - It’s always about what you can do for the company
 - Questions Most Likely Asked In An Interview
 - www.money.usnews.com
 - **Closing the Interview**
 - <http://www.best-job-interview.com/job-interview-advice.html>

- **Closing the Interview**
 - Am I missing any key criteria or competency for the role that I could expound on now?
 - Do you have any concerns regarding my candidacy?
 - How many people are you interviewing for this position?
 - How do I compare with other candidates in consideration for this position?
 - Where are you in the interviewing process?
 - When do you want/need this person in place?
 - Acquire their information and appropriateness of staying in touch
 - Leave a hard copy of your resume

The Post-Interview

- **Within 24 Hours**
 - Thank You Email
 - Hand Written Thank You Note – rare and noticeable
- **Follow-Up Every 2-4 Weeks**
 - Phone/Email
 - Reiterate Your Interest/Status of Your Candidacy
 - Internal Recruiter
 - Hiring Manager
- **Companies Usually Interview Several Candidates**
 - Over a Long Period of Time
 - Patience is a Virtue

Nitty Gritty of Negotiations

- **Everything is Negotiable and Connected**
 - Base Salary
 - Title
 - Bonus Structures
 - PTO
 - Medical; ESOP; etc.
- **Knowing**
 - “What is Negotiable is Continually Changing”

Improving Your Knowledge

- **Is the Overall Economy Expanding or Contracting?**
 - US v Global Market Numbers
 - Unemployment Numbers
 - Perfect Storm of Baby Boomers Exiting, the GIG economy and Gen X and Millennial's of Gen Y and Z
 - Your Competition and their skill set
 - What are the Pros & Cons to hiring VETS if you have that status
 - At executive level most likely of little value unless you are working on a VA project
 - At less than executive level, companies may provide preference if they have a VET hiring initiative in place

- **What Are the Employment Numbers**
 - In your Industry? In your Demographic area? In the position you want?
- **Is Your Position one which is an Area of Growth in the Job Market?**
 - Is it in demand?
 - Within what Industries? Within which Locations?
- **Company Factors**
 - Profitability? What does their Income Sheet, Balance Statement and 10K tell you?
 - Publically traded - Stock Performance?
 - Privately held – how strong is their performance?
 - Do they offer executive comp programs, ESOPs, etc.?
- **Industry Factors**
 - Company you are interested in – who are their competitors and how do they stack up regarding salary/benefits for that position?
 - Are they small, large or start-up companies?

The “Title Pyramid”

- **Understand the Title Pyramid and how it relates to salary/compensation:**
 - Each company is different;
 - Is title more important than salary/comp? Or vice versa?
 - Do you want a corporate or a business unit position?
 - Corporate – You are overhead and an expense to the company – will your position survive any future budgetary cuts or mergers with other companies?
 - Business Unit – You support a client that generates revenue for your company and should your company be acquired by another company, the contract you may be filling will be kept and your position retained!

Many Forms of Compensation

- Sign-On Bonus
- Performance Bonus
- Company Bonus
- Stock Shares
- Stock Options
- Employee Stock Option Plans (ESOP)
- Employee Stock Option Purchase
- HR Benefits
 - Life Insurance; LTD; STD; Business Travel; 401K; Paid Time Off (PTO)

A Day in the Life...

- Preparation for a Day in the Life of Your Future Career
- Business Realities
 - Commute/Cubicle/Office Setting/Parking Costs
 - 24/7 availability vs 8 to 5
- Future Realities
 - Starting from Scratch aka the **NEW PERSON!**
- Your New Business Mindset
- Translate Current Skills to Business Needs **EACH DAY** – need to be flexible and adaptable

Your New Business Mindset

- Money is the Mission
 - It's all about Performance related to the Mission
 - You must be constantly contributing to this Mission
- Leadership and Teamwork is Critical
 - You must be contributing to the high performance of the team and the project/project/program/portfolio

What's the Mission?

Action Plan and Timeline

- **First Steps Completed**
 - Today's Information – Sleep On It! Digest It!
- **What To Do NOW**
 - Acquire all information and metrics related to the position(s) you have held in last 5 years
 - Determine the specific position you are interested in
 - Conduct a skills gap analysis of your KSAs
 - Fill that Gap
 - Build a practice resume aligned to an open position in an industry you would consider
 - Establish Yourself on LinkedIn
 - **Marine Helicopter Machine Gunner Story**
- **What To Do 6 -12 Months Prior to Anticipated Transition**
 - Possess a 90% completed resume aligned to a specific position
 - Practice Interviewing
 - Review your Financial Needs



It's Only The Beginning!

- www.eclat-transitions.com or www.eclat-t.com
- Alan A. Malinchak - CEO
– 571-221-4095 al@eclat-T.com

