

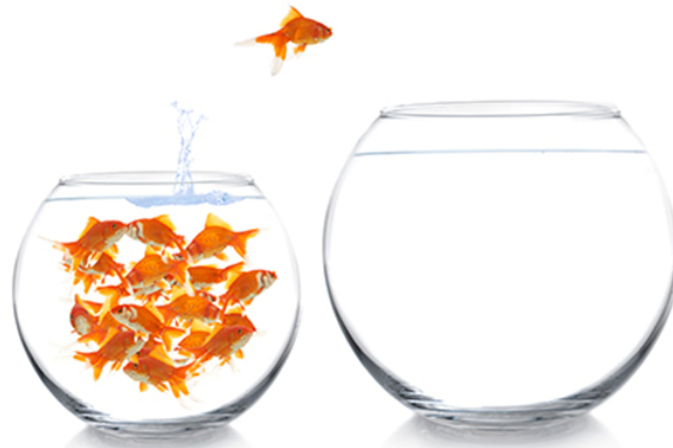


Webinar Slides

How Successful Executives **Find Great Jobs**

agile.careers





*How Successful Executives
Find Great Jobs*

agile.careers

Welcome

- Computer geek
- Cube dweller
- B-school
- McKinsey
- Headhunter (Whiterock Partners)
- Career advisor (Career Artisan, Agile.Careers)



Observations

- 4,000+ one-on-one executive interviews
- 2,000+ one-on-one courtesy calls
- 18 years tracking executives
- In-depth experience with career coaching clients
- Too many lunches at Chez Zee American Bistro



Pause and Reflect

Successful executives understand that a great job is more than just a job. A great job provides challenges, opportunities for learning and growth, impact, and purpose.

Pause and Reflect

- Hit pause
- Reflect
- Think deeply
- Reconnect
- Reenergize
- Step back
- Introspect,
internalize



Pause and Reflect

*Different executives
may approach
differently, but they all
go through a values-
related exercise*



Get Out of the Office

Successful executives understand that it's virtually impossible to keep tabs on the market when you've had your head down working 60+ hours per week.

Get Out of the Office

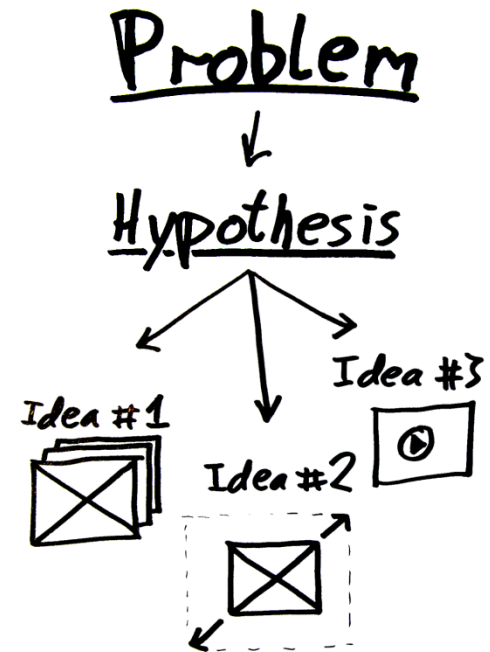
- Talk to real people
- Collect real data
- Expand their network
- Survey opportunities
- Feedback on themselves
- Not networking events
- Not looking for a job (yet)
- Extrospect, externalize



**KEEP
CALM
I AM
OUT OF
THE OFFICE**

Get Out of the Office

Although they may lack direction and focus, their conversations are not completely arbitrary



Focus

Successful executives eventually focus their search. They develop a strong sense of what they're looking for as well as what they're NOT looking for.

Focus

- Express what they're looking for in a way that others can understand
- Clear, concise, narrowly defined
- Don't preclude adjacencies
- May change their minds later, but that's different than casting a broad net



Focus

- Cut through the clutter
- Say no quickly to focus on opportunities of interest
- At senior levels, hiring managers tend to hire experts
- Allows others to help them
- Great fit for fewer opportunities vs. mediocre fit for lots of opportunities

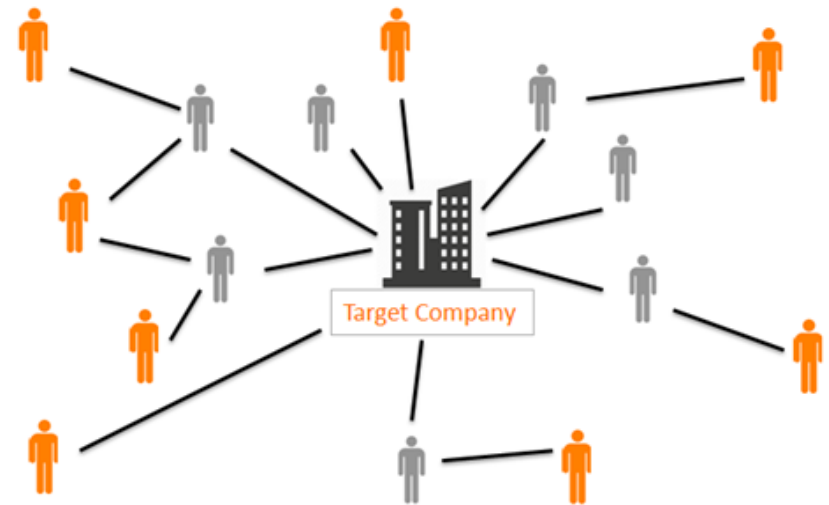
The Winner
Takes it All

Proactively Seek Opportunities

Successful executives understand that there are a myriad of interesting opportunities beyond their existing network.

Proactively Seek Opportunities

- Practice Targeted Networking
- Develop target list of companies
- Develop target list of people
- Connect with Hiring Managers and Influencers at target companies before jobs are posted



Proactively Seek Opportunities

- Overcomes strong tie bias
- Leverages weak links
- Aligns job search with the way Hiring Managers fill jobs



Take the Time

Successful executives understand that it takes time to evaluate and compare opportunities during a job search.

Take the Time

- Treat as full-time job
- 4-6 months+
- May stay employed at first
- May do consulting on side
- Persistent but patient



**KEEP
CALM
AND
TAKE YOUR
TIME**

Take the Time

- Time to see enough opportunities to develop perspective
- Time for opportunities to mature
- Time for new positions at target companies to open up



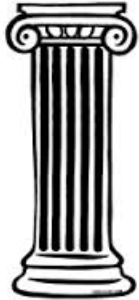
Russell Diez-Canseco

- Not a straight line
- Chased marshmallows
- Extended his runway by consulting
- Forced a decision (focus)
- Food industry in Austin
- Took a small step back, then big step forward



Job Search Course

Mindsets



Rethink
Reflect

Process



Focus
Prepare
Launch
Execute
Assess
Negotiate

Skills



Info Interviews
Research
Targeted Networking
Understand the Job

Support



Small Groups
Scorecards
Webinars
Coaching
Help Sessions

Questions?

