

Get The Human Resources Job You Want, Even When No One's Hiring

Vital Strategies



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The Bad News

The job market for Human Resources is challenging – *really* challenging

“2009’s overall planned HR job cut total to be the largest on record since 2002.”

“There are a lot of very talented HR people still out of work and looking.”

- *HR Magazine, March 2010*



The Good News

**You are not powerless or
without recourse, and you have
more control than you think!**

“HR employment is expected to grow
by a whopping 22% through 2018.”

*- US Bureau of Labor Statistics' Occupational
Outlook Handbook, 2010-2011 Edition*



Strategies that Consistently Produce Strong Results

(Even When No One's Hiring)



The Foundation of Success

“Successful Candidates View Their Job Search as a PROCESS”

- **Begin with: Self-Discovery**
 - Preliminary exercises, career assessment, gain clarity on current situation, define career assets and consistent themes, determine areas of greatest contribution, recognize opportunities for development ...
- **Next: Planning and Preparation**
 - Develop initial ideas for “what’s next,” define work preferences, explore “ideal outcomes,” research realistic career paths, explore job market and possible positions, create target company list, develop full self-marketing portfolio, compile contact list, set specific job search goals ...
- **Finally: Implementation**
 - Network, recruiters, association events, interview, manage search activities, track and measure results, follow-up, adjust course as needed, negotiate, select offer, assimilate into new job, plan your next career move ...

The Foundation of Success

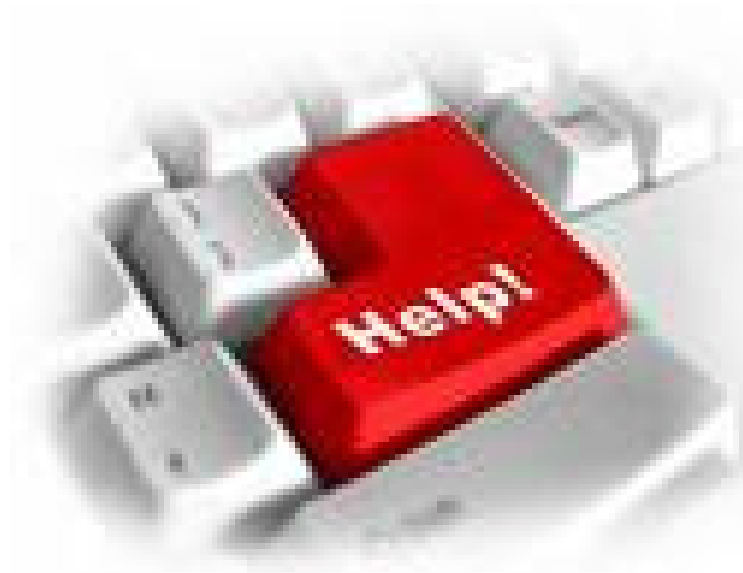
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Watch Your Attitude



Seek Help



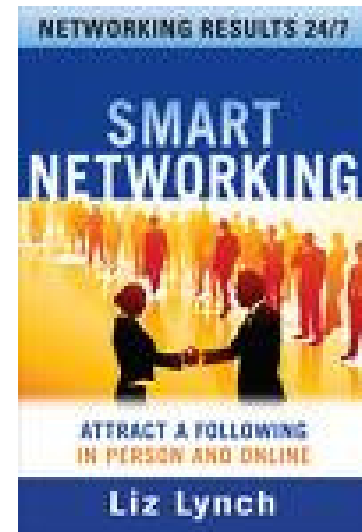
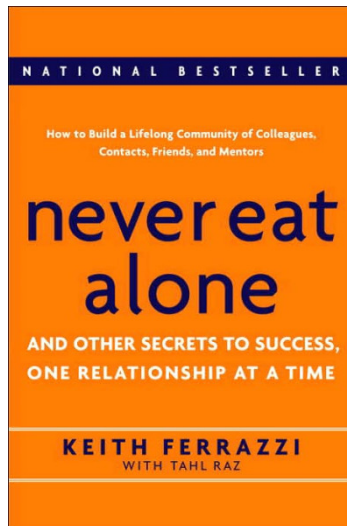
Take Care of Yourself



Pay Extra Attention to Personal Image



Read Career Books and Attend Career Seminars



Re-Brand Yourself

FROM...

TO...

An Activity Mindset

A Mindset of Creating Value

Inconsistent Processes
and Customer
Experiences

Consistent Processes and
Customer Experiences

Working in Silos

Working in Concert with HR
Centers of Excellence

Enabler

Leader/Coach



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Improve and Enhance all the Documents in Your Career Portfolio



VS.



List of Career Documents



Identify Strong and Growing HR Niches



Leverage Technology and Social Media



Distinguish Yourself with Certifications



The Human Resource Certification Institute Offers:

- PHR[®] (Professional in Human Resources)
- SPHR[®] (Senior Professional in Human Resources)
- GPHR[®] (Global Professional in Human Resources)

Visit: <http://www.hrci.org>

Practice Your Interviewing, Negotiating and Related Skills



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Act with Speed and Urgency



Network, Network, Network



Networking Goals

- **Schedule face to face meetings with “centers of influence” – and phone calls with all others**
- **Get at least three to five names from each person with whom you speak**
- **Leverage social media/networking web sites extensively**
- **Attend select networking functions and business events**

Networking Tips



Local HR Networking Groups

- Princeton HR Networking Group led by Dick Stone, now Bruce Doherty. Send note to Bruce requesting to join or for more info: brdoherty728@msn.com. Monthly meeting.
- Delaware Valley HR in Transition led by Eileen Clark. Join Linked-In Group, attend monthly meeting.
- Philadelphia HR Network (Wayne Johnston). Send note to Wayne requesting to join or for more info: wayne@phr-network.org. Meets every three weeks.
- PHRPS (has a transitions group led by Shelley Potente and Andy Goldsborough). Membership dues may be waived if in transition www.phrps.com. Meets monthly.
- GVFHRA transitions group led by Frank Powell. www.gvfhra.org.

Don't Only Network with HR Professionals

Example: for HR Professionals with Expertise in Life Sciences

- LES Society (Licensing Executive Society – NY, NJ and PA chapter meetings)
- Quaker BioVentures – monthly biobreakfast in Berwyn, PA
- Pharma Thursdays – PA, Princeton and NYC groups
- ChemPharma Professional Association
- Greater Philadelphia Senior Executive Group – Life Science Sub-Group
- BioStrategy Partners Meeting
- BIO State meetings and events – NY, NJ, and PA Bio meetings

Position Yourself as an Expert

Participate
in Organizations



Write Articles



Do Presentations



Be Flexible and Adaptable



Pursue a Temporary, Part-time, or Contract Position (Bridge Job)



Focus on Tangible Results and Practical Solutions



Be Patient but Persistent



The Foundation of Success

Vital Strategies – Review

- **Begin with:** *Self-Discovery*
 - **Next:** *Planning and Preparation*
 - **Finally:** *Implementation*
-

- **Watch Your Attitude**
- **Seek Help**
- **Take Care of Yourself**
- **Personal Image**
- **Books and Seminars**
- **Re-Brand Yourself**
- **Enhance Documents**
- **Identify Growing HR Niches**
- **Leverage Technology**
- **Get Certified**
- **Practice Job Search Skills**
- **Act with Urgency**
- **Network!!!**
- **Be an Expert**
- **Be Flexible**
- **Pursue Bridge Job**
- **Focus on Tangible Results**
- **Be Patient but Persistent**

Additional Resources to Help You in Your Search

Three Free Resources from Career Potential:

Career Success Audio

(7-Part Audio Seminar)

www.CareerSuccessAudio.com

Online “Job Search Survival” Toolkit

(Job Search Templates, Forms, Samples, Exercises, etc.)

www.GetTheJobBook.com

Complimentary Career Coaching Session for GVFHRA Members

(610) 649-1778 or contact@careerpotential.com



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Even When No One's Hiring



Thank You!

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