

LOOKING AHEAD: Career Predictions & Advice for 2010

Happy New Year! We are already nearing the end of January so before we get too far along into 2010, I wanted to take some time to briefly reflect on how corporate careers and the job market have changed over the past year or two, since this change has been significant and there are lessons for all of us!

- While the financial crisis that unfolded in the fall of 2008 has drastically impacted the job market, our industry began seeing a slow down in staffing activity months before,
- Client companies (many global industry leaders) started pulling back on their external hiring as they began internal restructures.
- Many top executives with incredible backgrounds of progression within their firms began exploring external options in fear internal opportunities were narrowing.
- Corporate professionals who in the past had felt very secure in their careers were seeing drastic changes within their companies and suddenly realizing they might not be as secure as they once were.
- Development talent started seeing fewer and fewer job openings and companies moved with caution as they evaluated talent for the few openings they were continuing to fill.
- Time from interview to offer increased significantly with some



Phyllis Wagner, Principal

"Don't take your career for granted!"

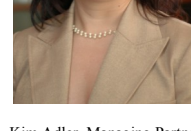
JOB MARKET PREDICTIONS:

- Companies will slowly begin to address leadership and talent gaps and begin to hire again.
- Competition for top jobs will remain very fierce so those in proactive job searches will need to "be on their game" !
- There will be fewer "incentives" as part of overall packages and less opportunity to negotiate during the recruiting process.
- Many professionals will need to be flexible on relocation and possibly compensation expectations if they are to compete in this environment.

Bottom line...people who never dreamed they'd be back in the job market found themselves learning "networking" techniques and preparing new resumes. Companies with impressive staffing practices both at the campus and experienced talent level suddenly hit the brakes on hiring and many began quietly laying off or offering packages to talent within their organizations.

There are clear Career Lessons from the happenings over the last few years. While we are experiencing a slow and steady increase in companies beginning to staff again, we don't anticipate a major rebound just yet. Therefore, we have some clear recommendations for all corporate professionals—regardless of level!

Career Advice for 2010



Kim Adler, Managing Partner

"The game has changed! You must be prepared to compete internally and externally!"

1. No career is 100% secure, especially during a struggling economy, so take ownership of your career immediately!
2. Take the time to realistically assess your current situation and ability to compete internally & externally.
3. Recognize that "change" is now a constant so embrace it as best you can and work to broaden your ability to remain competitive.
4. Develop a resume that clearly markets your outstanding background, even if you're not in a proactive job search.
5. Market (in a good way...of course) your accomplishments. You are your own agent!
6. Remember: In addition to your outstanding business results and performance, you need multiple advocates in the system. Take the time to build strong relationships both internally and externally.
7. Enjoy your "Career Journey". Times are tough...but embrace each day and be positive. It's infectious!

It's not all gloom and doom and, in fact, we are experiencing new requests for talent at all levels and adding to our client company list! Also, our career strategy activity has increased significantly! We invite you to forward this to your colleagues and to visit our website or to send us an e-mail if we can assist you in any way. Until next time....

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