

TENG Newsletter, Volume 1. No. 1

Thank you again for joining The TENG. As we grow, I will be sending out regular Emails to you with position announcements, success stories of people who have landed new jobs, articles of interest and items that I think may have value for you. If you have ideas about what content you would like to have in this newsletter, please let me know at any time. My contact information appears at the bottom.

I believe that for The TENG to be successful, we need to constantly add new members. This will ensure that as the economy improves, we will develop a continually larger stream of new career opportunities to share with each other. If you are an Active Member, you carry the burden of passing along leads for jobs that you uncover and explore, and you should also be recommending peers as members, as well. Furnishing job 3 leads per month to the group is the anticipated commitment for an Active Member. Timing is very important. You should share this information as soon as possible. If you wait until your candidacy for a specific position ends, before you refer it to the rest of us, the position will probably have been filled and you will be rendering a disservice to your peers. By sharing it in a timely fashion, you may see one of your peers get the job, but you will have made a friend who will then help you, in return.

Associate Members will in all likelihood, not pass along job leads, but they are encouraged to recommend peers for membership. This may be done on a confidential basis, if you wish. One member has nominated 9 other people on this basis alone. Another member had reason to believe that his superior was also a member and was concerned his boss would discover his membership. The only times that I plan to release anyone's name is to make an announcement when a member assumes a new position, whether it is via the TENG network or not. I will also release names if a job lead requires it, with the referring party's permission. If any member wishes to share other information with the membership at large, either via an article of interest or some important topic, I will share their name as well, with their permission. When I send Emails to our members, I address them to myself, and blind copy the membership to protect identities.

It is my plan that The TENG membership will grow substantially to allow us to hold chapter meetings in geographically concentrated areas. Chapter meetings will be a venue for Active Members to meet each other, network, exchange their resumes and listen to invited guest speakers. Associate Members may attend chapter meetings if they wish, but I suspect that most will opt not to do so. If you are an Active Member, you may be tapped to head a Chapter in a specific city, or to head up a Special Interest Group, if you are a recognized leader in a given business or technical specialty, and if there is demand for this.

I have been an IT executive search consultant for 26 years. I cannot remember a business environment such as this, though I have worked through every recession since 1975. Even before September 11, we were encountering business conditions that were unlike any we had previously experienced. The acts of terror have made them worse and have prolonged their visit.

It is no secret to any of you that hiring is moving at a crawl. I can only imagine how many of you must feel if you are out of work. You must feel somewhat out of touch, bored and possibly isolated, helpless and probably frustrated. Some of you have been out of work for 6 months, even a year or more. You are in very good company. I have spoken with most of you over the past year and find that you are among the best educated and qualified IT executives that I have ever seen. The fact that you may be out of work has a great deal more to do with present economic conditions than it does with your intellect, talents and abilities.

Please take this time to think about those colleagues and peers who would add value to The TENG and forward their names and contact information to me. The time to start submitting job leads to me is right now. I am compiling a list of topics for future newsletters, which will go out with job lead information. Continual submission of new member referrals and job leads must be an ongoing process for our organization to succeed.

I have already purchased the domain [www.theteng.org](http://www.theteng.org). It is not active yet, but once we achieve a larger membership, I will be activating this site, which will show chapter information, officers, and other information.

Once again, welcome to The TENG. Thank you for your interest and confidence. I am looking forward to building this into a real career resource, with your help.  
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