

Will You Be Ready?

Earlier this month, I posted a lead for a CTO in the Los Angeles area. I am not conducting this search and have no influence with the company. I have received two phone calls concerning it, both from non-members. One caller was somewhat dismayed that I could not offer further information to assist him, a non-member, and did not have a name and phone number of an internal hiring executive to share with him. He had no interest in TENG, asked nothing about it and was merely focused on improving his chances for this position. He was clearly an opportunist looking to feather his own bed. As a TENG member you have nearly two thousand friends across the US willing to help you. Are you ready to help them or are you going to send our leads to non-members who care only about themselves?

The pace of the market is slowly gathering momentum. Business leaders are preparing to spend and hire. The indicators are there. When the press announces it as it has lately, it's all but history. But are you going to be ready as the market improves?

What does it take to be ready? How about this example: I recently shared two urgent job leads that require specific pharmaceutical industry experience. A quick glance in the data base reveals that we have at least seventy-five members who have specific pharmaceutical industry experience, either as corporate executives or consultants. Only two members replied to my request. While I ask and expect members to self-screen, I felt confident that qualified people existed among our members. A more in depth look at the member data base confirmed this. As I called people, I received one valid response: a member had recently undergone cataract surgery and was unable to use their computer. The other answers were more on the order of, "I haven't had time" or "I haven't been checking lately." I was amazed at the total lack of interest and response, while previously, other position leads have been inundated with unqualified people. When I have re-sent these two leads to members and requested referrals, most have offered more than one name. Thanks to their assistance, I am now beginning to build a sourcing list which I am actively pursuing for my client. However, should I have to ask twice? As it is most recipients have not replied to my second, targeted Email and will require a phone call.

If our members were ready, they would have seen these leads, contacted the appropriate colleagues, nominated them for membership and alerted me to their specialty for my searches. True, it's easier to simply forward an Email to the casual acquaintance you have met at the local outplacement office, but why forward a potentially valuable lead to someone who is not part of TENG?

It's challenging to stay on task when you've been in transition for a long time, but you must be focused. TENG won't return value to you unless you contribute value to it, through new member nominations and sharing job leads. While most of us may never meet each other in person, we are capable of adding tremendous value to each other's careers if we work at it. If we stay mentally alert, share new leads while they are fresh and nominate new members who fit the leads we share, TENG will become stronger and send greater value back to its members. Our comrades in FENG know this only too well. They are almost Zen-like in sharing leads among their network of friends and have reached a critical mass of more than seventeen thousand members. Hardly any senior financial executive hiring occurs nationally without the FENG members knowing about it early on. The FENG is ready. When leads are distributed, caring members will call each other to ask, "Have you seen this...it has your name on it..."

They want to be sure that their friends don't miss a great opportunity. Make no mistake, some FENG members have also been out for a long time and suffer from the same negative outlook that affects us in IT, but on the whole, they are very alert and caring and assist each other selflessly.

Can TENG function this successfully? Yes it can, but first everyone has to be ready. Read each lead; call other members you know with a heads up if you think they fit. Nominate new contacts whom you know qualify for membership. December is an excellent month to put this into practice as companies get ready to hire in the New Year. Your generous acts will inspire others, who may someday call you to alert you to your perfect job. But this won't happen unless you are ready.

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