

Priorities

While I know it is impossible to please all of the people all of the time, I have been nonetheless surprised by some recent Emails from Active Members asking to be disconnected from the distribution of job leads. Each has commented that he or she no longer has the time or inclination to deal with the quantity of Emailed lead traffic, or that their mailbox fills preventing them from receiving “important” messages. I am perplexed because the main benefit of TENG to its members is for each to see as many leads as possible. Finding a job is a numbers game, like any form of sales, and the best means to find your next one is to pursue as many appropriate opportunities as are available. I thought that members would find our leads to be important and helpful. I guess some folks are never pleased or that I am misinformed.

Although the present hiring market is still slow, we are circulating more leads simply because we have more members feeding the system and I anticipate this growth to continue. To date, the number of members being accepted far outweighs the number of people that are being hired and this ratio will remain for some time into the future. TENG is a free service. Emails are delivered to you on a fairly regular basis. I fail to understand why anyone would be so annoyed that they would abandon the potential of finding a new job merely to avoid the inconvenience of hitting the delete key fifteen or twenty times. If your mailbox is filling faster than you can empty it, get another Email account. Some members have accounts reserved purely for TENG and job search activities, while others have multiple accounts each being dedicated to a specific personal or business purpose.

I recently attempted to transfer the distribution of leads to a new group TENG-JobLeads in Yahoo Groups, but for technical reasons, it failed to work. Three TENG members who all have technical experience administering and moderating Yahoo Groups were unable to resolve this problem. Yahoo Technical Support answered our inquiry after two weeks and announced that the problem had been fixed, when in fact it had not.

I have created an entirely new group named TENG-LeadShare and initial tests indicate that it works correctly. I am about two weeks away from launching it, since Yahoo permits me to add a maximum of one hundred new members per day. One of our technical moderators recommended that I add fewer than one hundred to avoid problems. Since we have over a thousand members, and allowing for the fact that Yahoo’s technology can be quirky, I will need about two weeks to add our entire membership into this new group. If we can get it to work successfully, then job leads will be distributed on a more steady and consistent basis. Members will post them directly and I will either approve or reject them, based upon appropriate fit to our members. I spend considerable time on line and I will be able to keep these leads moving on a steadier basis than I have been doing lately, which leads me to this next thought.

The technical failure of the TENG-JobLeads Group was a setback for me. I had hoped to simplify leads distribution by early February and was unable to do so. While managing the TENG takes considerable time, there are times when I must work to help my company to survive. Bruner Consulting is finding our present business environment very challenging to say the least. We need more business to continue

operating and frankly TENG has been the source of very little, although I am extremely grateful for the work that it has generated for us. Until TENG becomes a major revenue stream, it cannot receive all my attention.

Those members who grow impatient because leads are not served to them on a silver platter, in a daily digest or some other non-intrusive manner puzzle me. Members have sent Emails to me because I have not acted on nominations or job leads within twenty-four hours. Most of you understand that I am pretty busy. On the other hand, if I seem unresponsive and inefficient, remember I provide a free service. Yahoo provides a free service as well and made me wait two weeks for a response from its Technical Support. A few oversights notwithstanding, I think I usually turn things around faster than that.

Assuming that the TENG-LeadShare Group is successful, many inconveniences for you and me will go away. However we are not there yet. Until we get there and get the bugs out please remember the following:

- Job Leads will be processed in as timely manner as possible. I am not responsible for their “freshness”, content, broken links, lack of Email addresses, irritable recruiters inundated by resumes, discontinued and bogus positions. I don’t have time to vet them for content, accuracy, honesty, etc. Proceed at your own risk.
- You don’t need me to make Email changes to any Yahoo Group. You can do that yourself by unsubscribing under your old account and subscribing using your new one. I will approve your re-subscription. Please allow some lead-time when requesting Email changes on my distribution list. Twenty-four hour notice may not be enough.
- I don’t possess the time or technology to determine whether a lead has been duplicated. I remember a few, but I can’t remember all of them. Some members appreciate receiving duplicates while others do not. I realize that some jobs periodically reopen for a variety of reasons.
- Any member who uses a Road Runner account for TENG Email will not receive any distributions from me. Road Runner is blocking all Email traffic from the Bruner Consulting domain because it regards us as spammers. Our network people have spent many hours to resolve this to no avail. Some of our members, who are Road Runner users have contacted this service to plead our case. I forwarded a bounced message to Road Runner. It sent me a “canned” reply admitting that it had implemented spam-blocking filters, which admittedly would block out some legitimate traffic, but that this was necessary to ensure its security. It also stated that we use SMTP Relay and open socks proxy technology, which have security holes that give Road Runner unnecessary exposure. Our network people assure me that we do not utilize either of these technologies. I have asked them not to waste any more time dealing with Road Runner. Their time is billable and we can’t afford to waste it on uncooperative Email providers. If you wish to be a TENG member and use Road Runner for Email, you should receive leads if the LeadShare Group succeeds, but you will receive no direct contact from me. I strongly suggest you obtain another Email provider such as Optonline or AOL if you wish to fully participate in TENG.

- Keeping the above in mind, please contact me if you are not receiving Email distributions directly from me. I make mistakes, too and have misspelled more than one address when adding it to the distribution list.

TENG is not perfect and never will be yet most members appreciate the service it provides. Deleting a few Emails each day is a chore they gladly accept to save the time to search for the same leads. TENG will improve with time, but only as finances permit.

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