

TENG Newsletter, Vol. 5 No 8

This is About You

Thank you very much for the overwhelming number of congratulatory replies to my recent announcement of the rebirth of my own search firm. Your comments of support, encouragement and acknowledgement for TENG's value are sincerely appreciated.

I have been surprised on more than one occasion, however by the lack of qualified member response to some leads I have circulated over the past year. Like other recruiters and companies, I too receive resumes from people who don't fit the positions I share, but what puzzles me more is when highly qualified members, who are in transition, fail to apply.

On more than one occasion, after observing a scant response to one of my own position leads, I have searched the member data base to determine whether there are people who actually fit. In every case, I find more than several qualified potential candidates. When I call them, some typical replies include: "I haven't been checking my Email" or "I've been meaning to do it" or "I'm too busy" and so on. Are they too busy to land their next job and rejoin the ranks of the employed? Maybe some people no longer miss or need a paycheck once they've gone through the initial withdrawal.

Their utter lack of urgency is astounding given that for any executive in transition, her or his full time job is seeking their next position. They should literally jump on anything that moves, especially a potentially hot lead that is handed to them. Anyone in transition should have one or more versions of their resume as well as cover letter, to allow them to perform a quick edit and reply within a matter of minutes.

As Matt Bud, Chairman of the FENG states, "Time is the enemy". Failing to reply immediately to a lead for which you are qualified and failing to share it quickly with other TENG members whom you know to fit hurts many. You or a friend may miss an opportunity with a growth company that could yield unknown career reward not just for the one member hired, but potentially for others behind them. Reacting to new leads quickly for yourself and fellow members will help to strengthen our common bond as TENG members increasing our mutual value, trust and sharing.

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