

Talent: Looking On The Horizon

Phil Stephenson
Senior Partner, Executive Search
Insurance Division, Los Angeles
Lucas Group

If the winds of change start
blowing.

My goal today is to give you some
insight into the job market / how to
prepare for a job search and tricks of
the trade for preparing for a successful
interview.

What are your options?

Use a recruiter?

Go solo?

Pray for a winning lottery ticket

Time to dust off the resume.

Always keep your resume updated.
You never know when the right
opportunity will present itself.

(Remember to update your skill sets)

Make your resume work

Gear your resume to the opportunity.

Include key words of the job description in your resume.

Highlight your skill set. How are you going to add value to a future employer?

What have you done to stand out amongst your peers?

Don't use odd fonts or unique formats when applying on-line.

If applying on-line – be prepared!

How to start the new job search?

Network with your peers

Contact recruiters that specialize in your industry and space.

Networking sites / LinkedIn, Twitter,
Facebook

Aggregator sites / indeed.com / theladders.com / simplyhired etc.

Industry Publications

Association Websites

Job sites / Monster, CareerBuilder.

Working with recruiters

Interview the recruiter

Establish the ground rules

Try to avoid things that will slow down the process.

1. Updated resume
2. Phone tag – make appointments
3. Be available to interview
4. No Follow up

What recruiters are looking for?

Outstanding talent

Proven accomplishments

Stellar references

The “right” motivation for wanting to make a change

Committed to making a change

Realistic salary expectations

Candidates that can communicate what they want

Honesty and integrity

Marketing plan / Game plan

How are you going to distinguish yourself from your peers?

Increased revenue / saved costs / implemented new systems etc.

Who do you want to work for – why?

Who don't you want to work for – why?

Are you going to stay in the industry?

How should a recruiter market you?

Research your target companies

Go in prepared and do your homework up front.

Company websites

Hoovers

Zoominfo

Google

Yahoo

Interviewing skills

Reduce the stress factor and be prepared!

Research the company.

Rehearse the basic interview questions and responses

Have a quick elevator “pitch” prepared about yourself and your skill set.

Approach the interview with a positive frame of mind. (Leave any hesitancy at home).

Use your recruiter – get inside intel

The initial interview

Questions I like to ask of the hiring manager.

1. "What specifically are you looking for" and "What do you think it will take to be successful in this position".
2. At the conclusion of the interview (avoid hindsight) "Do you have any questions or concerns about my background"

Interviewer takes control

Have a game plan in mind.

Sell your skill set to their specific Needs.

Have a set of prepared questions about the position and the company.

Be a good listener – have the conversation swing back and forth.

Question of dollars – how to deal with it.

Things to avoid –

Things to do –

Follow up

Do not forget to:

1. Get the business cards of the people you interviewed with.

2. Send thank you emails / letters

Feedback

Call the recruiter after the interview.

1. How did the interview go
 2. Questions that came up
 3. Any red flags or speed bumps
 4. Are you interested in the opportunity?
 5. Are you qualified for the opportunity?
Why?
- ** Can you describe the position / do you understand the position you are interviewing for?

References

Peer references only

Make sure you have their permission

Have them ready at the beginning of the process.

Are there going to be any problems in running a background check?

Offer time

Use your recruiter.

Negotiate your offer / bonus / vacation
STP – LTP incentives / benefits.

Counter offers – would you take one?

Con's

Pro's

Have you talked to your significant other?

Last stage

Acceptance / decline

Resignation – what is acceptable

Start date – be reasonable

Follow up

Final Q&A

- What is going on in Premium Audit?
- What other opportunities does your skill set lend itself to?
- Article in Fortune Magazine – June 3rd – Job sites: Are they worth it?