

HR Helping HR – Concurrent Session

Managing your campaign to Sustain Momentum

May 27, 2009

Typical Issues and problems faced when job loss happens Include:

- Anger
- Frustration
- Resentment
- Loneliness
- Loss of income
- Loss of identity
- Fear
- Uncertainty

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BUT.....

Is there anything that is (or can be)
good about being unemployed ?

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If you don't know where your going any road will take you there.....

(But you may very well hate where you wind up)

Career Transition = Change

In business change is either something that you manage or it's something that happens to you...

So.....

Your best ally in sustaining momentum in your job search is to have a clear and well defined GOAL with an action plan and measured steps to get to where you want to be...

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What is your GOAL?

What is your PLAN?

The Elevator Speech –

Tells what you “are”....And where you’re going

“I’m a Senior Human Resource professional with over 20 years of experience in labor intensive industrial manufacturing environments with special expertise in Employee Relations, Labor Relations, Organization Development and Change management.”

“I’m looking for an opportunity to lead an HR function as a business partner who develops a workforce that contributes profit in a responsible and ethical manner”.

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Creating “Tools” for your job search

Achieving an Objective Includes...

- Goals
- *FOCUSED* Activities
- Action Steps
- Timetable
- Follow Up & Follow through

And... ***A Team***

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“Enemies” of Job search can be

- Personal
- Emotional
- Environmental
- Technical

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Tools, Resources and Suggestions...

.....to overcome the enemies

Environmental Challenges...

1. Create a devoted “work space” for your search
 - “Move” distractions to another physical place
2. Create and keep a schedule for your search
 - Full time job: 25 – 32 devoted hours week
 - “office hours” are as important in this job as they are when an employer is paying you...

Technical Challenges...

“Staying on point.....”

- Daily “to do” lists
- Schedule...calendar...day planner
- Productivity tracking and goals

Measurement and metrics

– INPUTS:

- Hours of work – including study and research
- Numbers of phone calls
- Networking meetings
 - 1st Meetings
 - Follow up
 - Hiring Managers
- NEW Contacts
- Letters (Hard copy)
 - Target company contacts
 - Search Firms
- Emails
- Applications
 - On line
 - In person
 - By Letter

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Emotional...(everybody has these...)

- Concerned and Focused vs. Worried and Distracted
- 1. **Get a team...**
 - Church
 - Coworkers
 - SHRM
- 2. Have a mentor
- 3. Exercise
- 4. Study...learn new things/get that certification
- 5. Practice reliance upon spiritual support
- 6. Help someone else

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Personal....(these can be very hard to define)

Make sure that your friends and family know that “looking for work is your JOB”

Watch out for self destructive behaviors (drinking/drugs)

Have the discipline to say no, but...

Understand that this isn't the only important thing in the world...

And remember: Unemployment is temporary...