



Randy's Work *and You*

January Edition

Dear clients and colleagues,

Happy New Year!!

Last year, we experienced quite a "hiring spree" during the first quarter. I expect that will happen again. Organizations have money to spend in their budgets for additional hiring. For those of you who actively networked during the holiday season, this should be an exciting time.

From *Kiplinger Magazine* (1/6/06): December's hiring slowdown doesn't signal a slump ahead. An increase of 108,000 jobs, half of what had been expected, followed a huge jump in Nov. But the year-end dip was only a pause. The economy will generate about 1.9 million new jobs this year after 2 million last year, as GDP growth downshifts to 3.3% from 3.7%.

Announcement!

We all know that the most qualified individual does not necessarily get the job offer. The successful candidate is typically the one who interviews the best.

My website will soon be offering Interviewing services, tools and products designed to enhance your interviewing skills. It is expected to be up and running by mid January.

Copies of all past E-zines are archived on my website. Feel free to pass this E-zine on.

To subscribe, click on <mailto:randy@randyblock.com>

To unsubscribe, hit the reply button and type REMOVE in the subject line.

Upcoming Events:

January 3 at 7:00 p.m. I will be giving a speech in Redwood City to PenPro, a nonprofit organization providing Career development services for San Francisco Peninsula professionals. My topic is "Maximizing Your Job Search".

Four Tuesdays, starting 1/10/2006, 7:00 PM - 9:00 p.m.

In Larkspur, CA. I will be giving a workshop titled: "**A New Kind of Retirement**". Were you born between 1946 and 1964? What has changed? Nearly everything! Seeing a new kind of retirement is the first step in developing a plan that encapsulates the best part of the past with a new future! We will discuss transition into meaningful life/work arrangements as you reorganize your later years around core values and life challenges.

For details, go to <http://www.marinlearn.com/>.

Redwood High School

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This month's topics:

1. **Three Industries Poised For Growth In 2006**
2. **How Candidates Can Make A Good First Impression**
3. **Boomer Corner: Upcoming Weekend Workshop in the Spring**

4. Success Story

5. Humor Department: Are you qualified to be a professional?

6. Words that Inspire

1. Three Industries Poised For Job Growth in 2006

By Jared Fisher, Wall Street Journal

Resolved to find a new job this year? Consider focusing your efforts on companies in the health-care, biosciences or technology industries. Recruiters and economists say these fields will lead the nation in new-job creation in 2006.

Here are some U.S. job-growth projections for 2006 from research firm Moody's Economy.com:

- Hospitals: 100,000, up 2.4% from 2005
- Physicians' offices: 86,000, up 4%
- Computer-systems-design and related service companies: 81,000, up 6.8%
- Biotech companies, a subset of the bioscience industry: 20,000, up 2.7%

The most growth in these industries will be seen in rank-and-file clinical and technical jobs, but opportunities for executives and professionals will increase as companies in these fields expand, say recruiters. The forecast comes amid a healthy outlook for the broader senior-level job market.

Here's a look at what's happening in hiring in health care, biosciences and technology:

Health Care

Economy.com says that the health-care field, maintaining a long-term trend, is projected to add more positions than any other in 2006, largely a result of the needs of aging baby-boomers. Jim Lanzalotto, vice president of strategy and marketing at Yoh Services LLC, a professional staffing firm in Philadelphia, says the growing popularity of workplace health programs at large companies signals one area where the industry is expanding. "Companies that are promoting wellness programs within their organizations are using occupational health nurses to create great work environments," he says. "That's going to be a big push." The health care services field is one where the number of clinical workers vastly eclipses the number of administrative positions, says Jeff Prescott, spokesman for HCA Inc., the nation's largest hospital company. As such, the most job growth is forecast on the clinical side, including doctors, nurses and technicians, he says.

However, the need for managers and business professionals is also expected to expand as the industry continues to grow. Tenet HealthCare Corp. expects to step up its recruiting of managers and professionals in 2006, says Carol Maxwell, senior director of executive search at the Dallas-based hospital operator, which has 78,000 employees. Tenet wants to hire more people with business-focused analytical and strategic skills, she says.

Ms. Maxwell says the professional positions in highest demand at Tenet hospitals are: chief executive officer, chief operating officer, chief nursing officer, compliance officer, managed-care director, medical economist and director of business development. While those in "officer" positions usually need hospital experience, candidates for the other jobs don't necessarily need to have a background, she says.

Biosciences

One broad definition of the biosciences industry includes medical-device, pharmaceutical and agricultural-chemical companies, as well as research and testing firms and academic health centers. As with the health-care industry, job hunters in the field can thank the graying boomers and their increasing demand for new products for the growing number of opportunities, says Mr. Lanzalotto.

Companies "need to have a full pipeline of new products that are in different stages of development," he says. "When you need to have those pipelines be robust, the only way you're going to develop those is by having the best scientists and product-development teams available."

Ryan Clark, a recruiter at Pinnacle Resources Inc., a biotech-staffing agency in Baltimore, says his agency has seen a huge push for positions in sales and marketing, as well as in manufacturing and quality control. Other hot jobs in the industry continue to be chief executive officer and other high-level executives, says Charles Pappalardo, managing director of Trilogy Venture Search LLC in Burlingame, Calif. Key roles to fill in 2006 are expected to include senior clinical, global sourcing and sales managers, he says.

For example, Mr. Pappalardo is seeking a senior vice president of global sourcing for a Northeast producer of medical-research supplies. A strong candidate will have a minimum of 10 years' experience in a related job, he says. Including benefits, the job pays up to \$400,000 a year.

Genentech Inc., a biotechnology company in South San Francisco with about 9,000 employees, expects to recruit at "an aggressive pace" in 2006, a spokeswoman says, citing recent positive clinical trials as one factor driving recruiting. The company is hiring in research and development, manufacturing, commercialization and business support, she says.

A science background is usually helpful for breaking into biosciences. One exception might be in sales, says Mr. Lanzalotto. "There are just not enough good pharmaceutical-sales people, and companies are looking for great candidates who can be taught," he says.

Technology

Recruiters report hiring in a wide range of technology companies, spurred by the demand for technological advances in industries as diverse as health care, automotive manufacturing and consumer products. Among technology's hottest jobs will be product managers and consultants familiar with enterprise-resource-planning (ERP) applications, which help companies better track business data, Mr. Lanzalotto says. He says companies are starting to put together teams to take advantage of ERP investments made in the late 1990s and early 2000s.

Mr. Lanzalotto is currently conducting a search for a database-integration product manager for a financial-services company in Phoenix. A strong candidate would have 10 years' experience in related work and "extremely strong business skills," he says. The job pays \$120,000 a year, or \$65 an hour, depending on whether the candidate is hired as a consultant or full-time employee, he says.

As in biosciences, global sourcing and sales managers and senior-executive positions, including CEO, will be a focus of recruiters in the technology industry in 2006, says Mr. Pappalardo.

At Cisco Systems Inc., a communications-networking company in San Jose, Calif., some of the hottest jobs is in sales and engineering in wireless, security, storage and Internet-protocol communications, a spokeswoman says. Cisco looks for sales-job candidates with eight to 10 years of comparable sales experience

2. How Candidates Can Make A Good First Impression

By Kris Maher

The Wall Street Journal

Take a hint from these hiring managers: First impressions count -- a lot.

Dave Ferber has had job candidates come in for an interview looking like they "just went through a wind tunnel," he says. Others have known close to nothing about the job they were applying for. But his biggest interview turn-off, he says, is still gum chewing.

"All of a sudden you see them talking and you see a bubble and pop," says the director of human resources for the city of Ann Arbor, Mich. "One of the keys to an interview is making a favorable first impression, whether we like it or not. You don't get a second chance."

Mr. Ferber says he also had a candidate who asked midway through an interview: "Do you mind if I smoke?" He explained the local smoking laws to the candidate and continued the interview. "As an interviewer, it kind of catches you off-guard," says Mr. Ferber. He didn't hire the candidate.

One thing that bugs Dave Campeas is being put on hold during phone interviews while a candidate picks up another line. "You have to take a phone interview as seriously as a face-to-face interview," says the president of Princeton Search Group, a Princeton, N.J.-based network affiliate of search firm Management Recruiters International Inc., in Cleveland.

He also recalls a recent candidate for a sales position who asked an interviewer: "So, what do you do here?" The interview came to a swift end along with the candidate's chances. "You couldn't have said something more stupid," says Mr. Campeas. The problem with too many candidates, he says, is that they think, "I can just go in and wing it. I can sell myself."

Corporate staffing managers also suggest that job seekers be on their best behavior before they enter and after they leave the interview room.

Jeannie Mongiello, a vice president of talent acquisition for Prudential Financial Inc. in Newark, N.J., says one candidate for a senior-level legal position actually killed his chances between interviews. As her assistant escorted the candidate to a separate building, the candidate ignored the assistant and took out a cell phone and started making calls.

"That's a red flag," says Ms. Mongiello, who looks for candidates who demonstrate a talent for managing down as well as up in an organization. To gain a fuller picture of a candidate, she always asks how her assistant's interaction with a candidate went. In this case, she says, the business-group head who conducted the candidate's second interview "also asks that same question."

3. Boomer Corner: Upcoming Weekend Workshop in the Spring

How will Boomers spend their next 25 years?

My close associate, Vivian Van Lier, and I are designing a workshop for Boomers (those born between 1946 and 1964). Some Boomers have enough money saved for that distant future, some have their financial goals in sight and others will in all likelihood have to work well into the 25-year period. This will be a workshop for just about everyone regardless of your financial situation.

Here are just some of the topics we will cover: Defining the New Retirement Wave, Using Tools We Need That Will Help Us Define the Future, Developing A Vision For How You Want Your Life To Be, Defining You

and Your Purpose, and Creating Your Plan For The Future.

There will be more on this workshop in upcoming Ezines.

4. Success Story

From Po Bronson's book "*What Should I Do With My Life?*" (Highly recommended)

Rick Olson

He was a corporate lawyer specializing in radio station mergers. He was good a closing deals but was terrible at bringing in new business. He'd been passed over for partner several times. The hours were long and he just didn't enjoy it anymore. He had a permanent "edginess" to him.

He was divorced with a seven-year-old son he saw on Saturdays.

One day his son asked him about why the rivers in their city flowed the way they did. He couldn't answer. He never noticed how the rivers flowed before. That stuck with him.

When he was particularly frustrated with being a lawyer, he often said: "I'd rather drive a truck".

He quit his job and became a trucker. Long haul trucking has cleaned up its act. Recruiting is aimed towards drivers who can handle the clients as well as the rig. CB's have been replaced with satellite computers and mobile phones now.

He loves his independence. "You are *never told* how to do your job," Rick says.

5. Humor Department:

Are You Qualified to be a Professional?

The following small quiz consists of 4 questions, it tells whether you are qualified to be a professional. According to statistics of Andersen Worldwide, around 90% of the professionals failed the exam. Scroll down for the answers. The questions are not that difficult.

1. How do you put a giraffe into a refrigerator?
2. How do you put an elephant into a refrigerator?
3. The Lion King is hosting an animal conference; all the animals attend except one. Which animal does not attend?
4. There is a river, which is lived in by crocodiles. How do you manage to cross it?

For the answers, see below my signature block.

6. Words that Inspire

"I could not tread these perilous paths in safety, if I did not keep a saving sense of humor."
--Lord Nelson, British Admiral

Your comments and feedback on this E-zine are welcome!

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Randy Block . Executive Coach

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Helping professionals maximize their careers and job search

CCMC (Certified Career Management Coach), **CPRC** (Certified Professional Retirement Coach)

IJCTC (International Job and Career Transition Coach)

Staffing Consultant

Member: Career Masters Institute, The Network, The National Career Development Association, Parachute Associates, American Society On Aging

Humor Department Correct Answers:

1. **The Correct Answer is:** Open the refrigerator, put in the giraffe and close the door. This question tests whether you are doing simple things in a complicated way.
2. **Correct Answer:** open the refrigerator, take out of the giraffe, put in the elephant and close the door. This tests your prudence.
3. **Correct Answer:** The Elephant! ...still in the refrigerator! This tests whether you have a comprehensive thinking.
4. **Correct Answer:** Simply swim through it. All the crocodiles are attending the Animal Meeting!

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