



Randy's Work *and You*

October Edition

Dear clients and colleagues,

We are entering the last quarter of 2010. The time just flew by this year. We will start to see some forecasts for job growth for 2011 in the next few months (see below for one of the first). We also see that Boomers and Millennials share something in common.

In September, I gave a talk to several groups who in turn, gave terrific feedback. As we all know, trying to find one source of revenue with one job that pays all the bills in this economy is extremely challenging. The discussion focused on how to create multiple revenue streams with different employers. We are currently seeing more work being handed out on a project basis. We expect this trend to continue well into 2011. Watch for my November newsletter when I will discuss this in more detail.

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

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This month's topics:

1. **The sectors projected to have the highest job growth in 2011**
2. **5 Productivity Myths That Need to Be Busted**
3. **Boomer Corner: Baby boomers, Millennials share the same woe**
4. **NETSHARE Events: SHOW ME THE MONEY-- compensation today**
5. **Humor Department: A questionnaire for those who send them**
6. **Words that Inspire**

1. The sectors projected to have the highest job growth- 2011

Which sectors will see the most VC, IPO and job growth in the next year?

Retail, for one. Many firms will add stores and hire workers right away. They'll take heart from some successful IPOs this year: Gordmans of Omaha, Neb., for example, raised \$32.9 million to pay off debts and open stores in new markets.

Life sciences. Biotech and medical device firms receive the most in VC... a 43% jump in second quarter 2010 over 2009. In one of the larger deals, Tesaro, a Boston pharmaceutical firm, landed \$60 million from New Enterprise Associates to acquire, develop and market cancer therapies and cancer care products.

Green tech. Investments in pollution reduction and alternative energy doubled last quarter, thanks to government incentives. Boston-based 24M Technologies raised \$10 million from the private sector and tripled its workforce to 30.

And an IPO raised enough for Tesla Motors of Calif., a maker of electric cars, to plan 50 new sales outlets.

Internet companies. Especially attractive to investors are firms that offer Web security and business services. Kareo, a Calif.-based creator of Web-billing software for doctors, will double its staff to 40 with new VC funds.

Source: Jobbbait.com <<http://www.jobbbait.com>>

2. 5 Productivity Myths That Need to Be Busted

By Abhijeet Mukherjee

When there is so much advice and information on productivity floating around, it is obvious that not all of that is worth paying heed to. There are certain popular beliefs on productivity that some consider useful, which in reality do nothing but to hamper their efficiency.

This article talks about five productivity myths which the sooner you come to know about and understand, the better. I'm sure most these tips are something you could actually relate to. Check them out.

1. Multitasking Works

Let me set the record straight before I begin - I am not against multitasking.

Some people can actually juggle tasks and accomplish all of them efficiently. But the fact is there aren't many people who can do it, especially in this age of information overload. Uni-tasking is far more effective if you want to get things done without compromising on quality.

2. Procrastination is "Always" Bad

Procrastination is a basic human trait. Most of us are lazy by birth. We want to delay tasks and enjoy life, till they can be delayed. There are many negative effects of procrastination, no doubt. But, it isn't always bad to procrastinate.

Sometimes, it's important to take a step back, relax and just ignore what you do every day. It helps you assess the importance of things you do, prioritize them, and also helps to de-stress yourself. So it's good to procrastinate once in a while in order to recharge yourself.

3. The More You Work, the Better

This might have been true in the industrial age, but not in this information age. Make no mistake, there's still no substitute for hard work; success doesn't come easy. But, it requires that you be productive **and** efficient. You need to decide what should be your focus and where you should channelize your energies. Sometimes, just 5 or 6 hours of work each day can get you results. But that has to be 5 or 6 hours of actual "work" and nothing else. And, you have to be consistent with that too; you gotta do it every day without fail.

4. The Same Productivity System Works for Everyone

This is something I myself understood quite late. I would read productivity advice and then try my best to implement it. When I was unable to follow it, I couldn't understand where I was going wrong. Finally, after trying out various systems, I found out what's best for me.

Since no two people are same, the same productivity system might not work for them. One might prefer to work till late, the other might be an early riser. The bottom line is that you need to try different productivity systems to see which of them fits you well.

5. It's Always About the System

Finally, I think one of the biggest myths surrounding productivity is that one can always be productive by following certain steps, or by following a productive system. It's not always about the system. It's about you.

I've read about people who suffer from disorders like ADHD and hence can't focus. But since they don't know about it, they cannot figure out why none of the productivity systems works for them. I've also read about people who don't like what they do, but still try out everything to focus and get things done, just to fail each time.

The point is, if you just can't get things done, and this has been going on for a long time, then it's time to self-introspect and find out what this is all about.

Written on 10/04/2010 by Abhijeet Mukherjee. Abhijeet is a blogger and web publisher from India. He loves all things tech as long as it aids in productivity. He edits Guiding Tech <<http://www.guidingtech.com/>> , a blog that publishes useful guides, tutorials and tools. Check it out and subscribe to its feed if you like the site. You can also find him on Twitter <<http://twitter.com/abhijeetmk>> .

3. Boomer Corner: Both generations find it tough to secure jobs in this economy

Times Herald-Record
10/03/10

Three baby boomers, three Millennials. Two of the boomers are working at jobs beneath their experience. The third is looking. One of the Millennials is unemployed. After a year of looking for work, the other two made their own jobs. If the older workers don't leave the work force, the younger ones can't break in. But how can the older ones leave if they can't afford to retire? And if the younger ones can't get in, how are they going to afford to buy houses, cars, and all the goods and services that keep the economy moving?

And if they can't, how will the economy recover?

For an economy that is driven largely by consumer consumption, this level of unemployment makes it difficult to recover.

"Boomers are the generation that happens to spend more money. It's obviously hurting the economy," said Christy Caridi, an economist at Marist College. "If the younger people don't get into the labor force, they're not going to be able to buy homes, and if they can't buy homes they're not going to buy the furniture and the rugs and the landscaping, etc., which is an engine in the consumer products portion of the economy."

Older workers who have lost their jobs are looking at two options: finding a new job at a lower salary, or not finding any job at all and being forced into premature retirement, as employers look to hire younger workers who will accept lower salaries and who won't cost as much for health-care plans.

"If you're a boomer and you're out of work now, the chances of you getting a good job back again are pretty slim," said David Kennett, an economist at Vassar College. "These people 50-plus and 60-plus are losing their jobs and looking, and they're very well qualified, but employers aren't looking for them at the moment."

But the Millennials aren't mad at the boomers. Well, maybe a little. But it's tempered with a bit of 'There-but-for-the-grace-of-God-go-I.'

"What it comes down to and where Millennials get off with this anger is they look at the generations that are still in the work force and say, 'Well, why did you buy boats and take out these huge mortgages that you couldn't afford?'" said Kristen Said, who started her own business after being unable to find a job after college. "But, like anything else, hindsight is 20/20."

4. NETSHARE September Event: SHOW ME THE MONEY -

Executive Compensation Negotiation in Today's Marketplace

Guest Speaker: Barbara Safani; Founder of Career Solvers, an executive recruiting, coaching and organizational development company.

Date: Wednesday, October 27, 2010

Time: 4:00-5:30 PM Eastern, 1:00-2:30 PM Pacific

Class Description: Many job seekers are uncomfortable with the idea of negotiating their employment package. They associate negotiation with aggressive behaviors and often fear they will jeopardize their candidacy by attempting to negotiate their package. But savvy job seekers know that negotiation is an integral part of the interview process and that almost anything is negotiable if it is presented as a fair and reasonable accommodation.

In this 90-minute session you will learn:

- How to change the negative perceptions of the negotiation process.
- How to gain confidence in your negotiation strategy.
- Strategies to make the negotiation conversation more productive and more lucrative.
- Different items to negotiate as part of your employment package.
- Various communication techniques for increasing your bargaining power during the negotiation.
- How to leverage these same techniques when negotiating a raise or promotion.

About the Speaker:

Barbara Safani, founder and owner of Career Solvers, has over fifteen years of experience in career management, recruiting, executive coaching and organizational development. Barbara partners with both Fortune 100 companies and individuals to deliver targeted programs focusing on resume development, job search strategies, networking, interviewing, salary negotiation skills and online identity management. Prior to starting her consultancy, Barbara was a Human Resource executive for a Fortune 100 company where she oversaw management development, recruiting and employee relations' initiative. She earned an MA degree in Organizational Psychology from Columbia University and a BA degree in Psychology from the State University of New York at Albany. Barbara has appeared as a career expert on CNN, ABC, FOX, Workopolis TV and WOR News Radio. She has been published in The New York Times, The

Wall Street Journal, The Washington Post, The Daily News, The San Francisco Chronicle and Fortune Magazine among others.

Register now! <http://tinyurl.com/28ls28n>

5. Humor Department: A questionnaire for those who send them

QUESTIONNAIRE

You recently sent me a questionnaire. To help me decide whether to waste my valuable time completing it, please take a few moments to answer the following questions.

1. How did you select the recipients of this questionnaire?
2. Was this a random sampling process? ___yes ___no.
If so, please explain why I seem to receive so many questionnaires.
3. How much money is being spent on this project? _____
4. How much money is being wasted on this project? _____
5. What percent of this comes from
 - The federal government? _____
 - State government? _____
 - County and municipal governments? _____

If tax monies are being used, please explain (on a separate sheet) how you would respond to a taxpayer who asked whether this money is being spent wisely.

- Foundations? _____
- Dues of an organization of which I am a member? _____

If so, what is the cost per member? _____ Explain why I should continue to support an organization which squanders members' dues on worthless projects of this sort?

6. Will the results from this questionnaire be used as the basis of a thesis for an advanced academic degree? ___yes ___no.

If so, what makes you think this Mickey-Mouse project is worthy of an advanced degree? Please respond on a separate sheet of paper and retain 10 (ten) copies, for the members of your thesis committee, your department chairman, the Dean, the university archives, and the funding agency. Throw any extra copies, along with the thesis, into the trash.

7. Please indicate in what way the human condition, the state of the economy, or the progress of science would be harmed:
 - if I did not return this questionnaire,
 - if no one returned this questionnaire,

- if this questionnaire had never been conceived,
- if all those who perpetrate questionnaires had never been conceived.

8. If you still want me to complete your @\$%&* questionnaire, please return **this** questionnaire, completed in full, along with a postpaid, self-addressed return envelope. Your response will receive enhanced consideration if you include a generous contribution to my *Fund To Abolish Gratuitous And Intrusive Information Gathering Using Questionnaires*. In any case, allow at least six months for receipt of my response.

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This document is by Donald E. Simanek.

6. Words that Inspire:

The world is so fast that there are days when the person who is doing it interrupts the person who says it can't be done.

-Anonymous

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

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Sincerely,

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