

[Letter from the Editor]

Dear Friends:

We just started some new searches, and could use your candidate referrals (including to good HR vendor Account Managers) so please scroll down to our Open Searches to see if you know anyone who may be a good fit. Also, we're continuing to do a lot of outplacement right now, and would be delighted to email over resume books of no-fee candidates to anyone who's hiring. This year has been difficult for so many people, and our hearts go out to them. As we wind down our year successfully with support from so many people, we want to let those who are still struggling to find jobs know that you are in our thoughts and prayers.

This month I'd like to thank Ellen Lipuma of JDS Uniphase for all your support! Finally, I would like to extend my best wishes and gratitude to all our loyal clients, and my heartfelt thanks to our VF&Co team members for contributing to such a great year-end. I couldn't and wouldn't do it without you!

Have a peaceful holiday season, Valerie

PS: I'd like to invite you all to join me in doing the 20th annual Menlo Park Christmas Candlelight Walk this Sunday evening starting at 4:45 pm at any church in the city. I'm the organizer this year, so call me if you want to join in.

Ask Valerie

This month's Q&A addresses pursuing the right career:

Dear Valerie:

Like so many others, I have recently been laid-off. I have had various professional roles, have tons of contacts, and can probably get a new job with a good firm with some effort. The problem is I'm not sure that's what I want to do. I'm concerned about contacting people and appearing unfocused, and it all feels too soon, like I should wait a while before doing anything. I really don't know what kind of role I'd be happiest in long-term. I'm at a point in my life where my happiness is as important as making a lot of money, which I still need to do. Any ideas?

-Ivy League Alumni

Dear HBS:

This month's Harvard Business Review has an article written just for you! It's called "How To Stay Stuck in the Wrong Career", by Herminia Ibarra, a professor of Organizational Behavior. It's about how to do a complete life/career/self-identity change without getting into the F-word (feelings). The article presents a new model of career change called "Test and Learn". This is a three-part process where you Craft Experiments, Shift Connections, and Make Sense. It's basically what career counselors help people do, but in an orderly, analytical way palatable for you biz school types. Read it, and then put together an exploration plan. PS: There's nothing wrong with meeting with people and telling them that you're not looking, and don't know what you want to do, but just wanted to meet with them and get caught up with what they're doing – this is similar to an informational interview. Positioned correctly, it's a very effective tool, and makes you look powerful and confident.

Monthly Product Focus:

Consulting Product of the Month: Gift Certificate of Career Counseling

For the new Grad, or the laid-off Dad. Even a few hours of individual strategy sessions with an expert can make a difference in both the candidate's attitude, and the duration of the job search.

Current Retained Executive Searches:

Director of Human Resources (SF)

Looking for a high-end human resources executive with a best practices tool kit from well-respected large companies, and the roll-up-the-sleeves attitude of a startup. We need a person with superb communication skills and personal presentation, self-confidence, and high flexibility/client services focus. MBA, Ph.D., J.D. preferred. Email your resume in MS Word format to recruiting@vfandco.com.

Organizational Development Manager (SF)

This Organizational Development position provides leadership and project management in the areas of training, change management and culture transformation, communications, process engineering, and knowledge capture. Requires an ability to integrate and structure complex economic and human relationships and an ability to analyze organization structure and individual/organizational behavior. General consulting skills including facilitation, project planning, monitoring and management, evaluation and client management also required. This position will create a virtual team consisting of various business partners, including HR, IT, Sales & Service, and the Product Management groups. Needed: 8+ years project management utilizing and managing a virtual team; 8+ years OD and/or change management; 5+ years' knowledge management/training. Email your resume in MS Word format to recruiting@vfandco.com.

HR Sales Executive/Account Manager (SF)

For an award winning, San Francisco-based financial services consulting firm. Necessary experience includes more than five years of selling consultative products and services to human resource and financial executives in a corporate environment. A Rolodex of HR contacts and a love of selling products and services that enhance corporate productivity and improve individuals' lives. Requires a track record of meeting/exceeding quotas, fearless cold calling skills, experience managing large and small accounts, selling solutions and closing deals. Client is a well funded, well run, privately held company with a Who's Who list of clients. Competitive base salary plus unlimited commission, full benefits, and great place to work/easy commute in San Francisco. Email your resume in MS Word format to recruiting@vfandco.com.

Labor & Employee Relations Manager (East Bay Hills)

For a national laboratory, which is a subcontractor to the U.S. government. Have expert skills and recent significant experience in all aspects of labor negotiations, collective bargaining, grievances, litigation, arbitration, employee relations, strategic employee communications, training, and be comfortable recruiting and managing an experienced staff. We need expert knowledge of local, state and Federal employment/labor laws and regulations (FEHA, FMLA, Title VII, ADA), LBNL/UC/DOE policies & procedures, public employer and HEER (higher education). Organization has new visionary, action-oriented leader, great relationships with their unions, and is a prestigious place to work. Good pay, great

benefits, relocation package, beautiful views, and extremely generous PTO. Email your resume in MS Word format to recruiting@vfandco.com.

Recently Closed Searches:

Software Engineer, (Peninsula--thermal controls)
Director, Compensation, Benefits, HRS (East Bay--high tech)
Director, Executive Development (SF)
Senior Director, Business Performance & Leadership (SF)
Director, Executive Development (SF)