

[Letter from the Editor]

Dear Friends:

This month we see our clients focusing on programs that they can control, ones that will strengthen their executive teams and keep everyone focused on the organization's success. There is an increased interest in leadership-oriented projects such as succession planning, executive development, goal setting, and HR processes. Good questions include: can these initiatives really strengthen executive teams? Can you use the sharp ideas of best practices companies like Cisco even if you don't have the resources? Do these programs make an immediate impact?

I've been influenced heavily in the last year along these lines by an organization called **TEC: Chief Executives Working Together**. It's an international group of CEOs who meet monthly in small, supportive groups to hear great speakers, and serve as advisors and casual board members for each other's businesses. Members also get one-on-one coaching monthly by a former CEO. TEC members' combined revenue tops \$133 billion, so it's a pretty serious network. It's changed my professional and personal life, and I give it a lot of the credit of helping my business stay successful and profitable during these tough times.

Along these lines, we're going to have some great news to share with you. You'll be receiving some special press releases from us shortly. Please keep your eyes open for them.

This month we'd like to thank Greg Pappas of Global English for his referrals, friendship, and support!

P.S. From this morning: let us keep all God's people in our hearts and pray for swift resolution in the war.

Take care,
Valerie

Ask Valerie

Dear Valerie:

How should I assist my son in his job search efforts? My son's been sending out resumes for four months and is becoming quite frustrated. His wife's a new MD, and they have a baby. I tell him to stay home and enjoy his time, but that seems to make him more demoralized. He's not finding anything with his skill-set. He's now wondering if he should get an MBA. I've been coaching him but it doesn't seem to be working.

-Concerned Dad

Dear Dad:

Your son wants to be successful like you and like his wife, the new MD. He's also working hard but not strategically on his job search. These rejections are very hard to take. Your son's trying to get jobs based on his natural charm instead of his limited (but transferable) skill-set. He'd be better off targeting jobs he could actually get. Parents are put in a tough role when their kids are struggling, and it's helpful to get you focused on how you can most effectively help. You need to be his Dad, not his job search coach. Love him and accept him, but stay away. Your son needs to widen his job search scope right now and dream more. This goes counter-intuitive to typical advice about "narrowing one's focus." Additionally,

Harvard Business Review had a great article in December that you may want to look at called "How to Stay Stuck in the Wrong Career."

Dear Valerie:

We're trying to move a VP from Chicago out here to the Bay Area. What are typical relocation expenses?
-Chief Legal Officer and VPHR

Dear Legal:

In general, the idea is to keep the candidate's out of pocket expenses for relocating at zero. This includes movers, a rental car if needed, time in a hotel or corporate apartment, and some type of cash to cover setting up utilities, etc. It's usually also understood that any fees for breaking a lease will be picked up by the new company as well. On the flip side, there's usually a contingency towards the employee leaving early, and being on the hook for these expenses.

-Valerie

Speaking Engagements:

On April 4th, Valerie will be speaking to a group of participants in the Transnational Executive MBA Program (TEMBA) at California State University at Hayward. TEMBA is an integrated and innovative MBA program for mid-career and senior executives offering a unique global learning experience focused on core business disciplines and learning how to manage globally with cross-cultural integration.

Current Retained Searches:

We encourage the following qualified candidates to contact us for current and future consideration: Board Director, CEO, IVPHR, VPHR, CFO, Controller, Sales and Marketing, VP of Business Development, VP of Marketing, VP of Engineering, HR Director. Email your resume in MS Word format to recruiting@vfandco.com.

Vice President, Sales (South Bay)

Global manufacturer serving the semiconductor, biopharmaceutical and electronic components industries. Responsible for direct and indirect sales, business development efforts including new client acquisition as well as directing customer relationship strategies, and management of an internationally distributed sales infrastructure. Comprehensive sales and marketing expertise (10 years minimum; at least five years in a senior leadership role), experience in semiconductor or other hardware manufacturing industries is essential. Track record and thrive and lead in a dynamic, team-focused environment. Leadership acumen, fast moving situations, and building and developing aggressive sales teams is paramount. Email your resume in MS Word format to recruiting@vfandco.com.

Recently Completed Searches:

Labor & Employee Relations Manager (East Bay Hills)

Senior Organizational Development Specialist (SF)

Director of Human Resources (SF)