



December 2013

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Great New Jobs are Coming to Town

With apologies to J. Fred Coots ("Santa Claus is Coming to Town")

You better watch out
You better apply
You better seek out
I'm telling you why
Great new jobs are coming to town.

The economy's up
I've checked on it twice
Get out on the web
and see what looks nice
Great new jobs are coming to town.

They'll see when you're on LinkedIn
They'll know when you send tweets
They'll know if you've sent resumes
So apply for goodness sake

Network yourself
So you can keep pace
The postings are up
and search firms in chase,
Great new jobs are coming to town.

Congress will be more helpful
The presidency's at stake
The stock market's been going up
So it's time to change your place.
Great new jobs are coming to town.

You must be a busy type
Update your resume,
But be sure to take time out
To enjoy these Holidays.
Great new jobs are coming to town.

TWITTER

Many cos posting jobs on TWTR few exec jobs yet but may tell whos hiring. See <http://search.twitter.com> entr co name or key wds, see tweetmyjobs.com

Get found on TWTR. Can you cut resume to 140 characters? Explain value propositions? Get followers? Think key words Reference LinkedIn.

Reasons to Start Looking for a New Job

With the holiday season comes an opportunity to think about New Year's resolutions. Should your New Year's resolutions include looking for a new job? Here are a few reasons you might consider doing so.

1. The economy seems to be improving and the number of new job opportunities is increasing (see song above for proof). If you have had your head down in the trenches for the last few years, now might be a time to poke your head up and look around.
2. If you have been in a position for two or three years, you have probably moved up the learning curve fairly rapidly and now might be leveling off. If you are looking to continue moving forward, think about whether you are actively developing marketable new skills and contacts to further your career.
3. As you (hopefully) mature and become more self-aware, you should be developing a better perspective on your strengths and unique capabilities. In addition, most people's strengths change and evolve over time. You may find that your current position does not fully utilize your evolving strengths and abilities. Remember, people tend to like to do what they are good at, so you may be able to find more enjoyable work.
4. You're not excited about the work. If you're not challenged on a day-to-day basis, are bored with too many repetitive tasks or are not excited about the output and results of your work, it's hard to stay motivated and enthusiastic. This lack of enthusiasm will show up in your work, performance, and may affect your personal life.
5. Your company is not growing. Growth usually creates more financial stability, opportunities for career movement and a positive brand image. As the saying goes, if the company isn't growing, it's falling behind with the potential for decreased bonuses, underwater stock options and layoffs. Know your company's financials and act accordingly.
6. No room for advancement. If your boss and your boss's boss appear to be anchored in concrete in their positions, and/or if there is little movement out of your immediate organization into other parts of the business, you may be dead-ended. If there isn't a reasonably steady upward trend in your career and you don't see immediate steps on your career ladder, you should clearly be looking outside.
7. Disruptions. There are a number of corporate and business events that traditionally suggest you should dust off your resume and your network. An obvious one is that your company has recently been acquired or is actively in play for acquisition. The second obvious event is if you're faced with a new manager for your organization, particularly if you were in play for the position yourself. Depending on your level in the organization, your career might be negatively impacted by a new CEO either promoted or being recruited from the outside.
8. As you (again hopefully) mature, you may become more aware of the importance of your ethics, personal values and sense of mission in your career decisions. If you are not fully aligned with your business's mission or values or culture, no matter how hard you work you will be swimming against the tide. Better to quickly find an organization where you can be fully engaged with the mission, values and culture.

9. Changing careers. If you are developing a stronger sense of career unease, if buying that inn in Vermont or abandoning your job for a franchise opportunity start to look particularly appealing, you may be at a point where you should do a more thorough career evaluation. Test the waters before you leap, we have worked with a number of people looking to exit a franchise or a 24x7 bed and breakfast.
10. Your paycheck stops.

If any, or many, of these observations fit your situation, seek professional help, i.e., MDL Partners.

Ethics III

In the previous two newsletters we talked briefly about developing your personal ethical roadmap and the role of ethics as you move into a leadership/supervisory position. In this article, we'll talk briefly about ethics and the executive suite.

As a company executive or business owner, your ethical horizon expands beyond your own role or your department or division. You have a broader span of exposure, possibly international, and may be working beyond the boundaries of your company, dealing with a board, investors, government regulators and other stakeholders. As an executive, you are faced with more complex ethical decisions and possible fundamental conflicts among divergent ethical systems.

At the same time, you are under more scrutiny for the executive decisions you make and are more often in a brighter spotlight. You also face more legal and compliance requirements including SEC regulations, Sarbanes-Oxley, Dodd-Frank, and the ominously titled Department of Justice Federal Sentencing Guidelines of 1991, which strongly encourage establishing a company-wide ethics and compliance training program.

On the other hand, a senior-level position enables you to become a champion of positive ethics in your business. It is important to be aware of the ethical culture across the organization and pockets of subcultures that might have different and dangerous ethical standards.

As an executive, by word and by deed, you can shape the ethical culture of the organization. As an executive, you can lead the organization's corporate social responsibility initiatives and learn about and apply recent "triple bottom-line" concepts (people, planet and profits) to your business. There is some research that indicates embracing CSR and TBL improves business performance. There is no evidence that applying these two concepts detracts from business performance.

Remember that people willingly follow a moral leader with a just cause. At the top, your business, your career, and your personal sense of self-worth depend on your ethical leadership.

Success Stories

Luther White has opened NRG lab in Mansfield, a full-service fitness center. If you live in the area, stop in and mention MDL Partners.

John Nelson has joined David Chauner, another MDL Partners client, in forming the World Cycling League to take advantage of the 400% increase in cycling over the last decade. They are currently seeking a limited number of additional equity partners.

Eric Groft is now COO of an entrepreneurial venture, Ask Beatrice, an application which helps drivers find available municipal and private parking.

Bob Sullivan has taken a position of Vice President, Finance and CFO of Vectron International, a short commute from his home in New Hampshire.

Al Link is now SVP and Managing Director, Boston Office for San Francisco-based H&L Partners, an integrated marketing and advertising firm.

Scott McGill is now an Executive Consultant with Morgan Clark Enterprises with a state-of-the-art project implementing an enterprise data warehouse for a major regional New England bank.

Speaking of financial institutions, **Gerry Murphy** has joined Fiserv as Group COO for financial institutions.

And, if you need limousine service, **Greg Ryan** is now President and COO of Plaza Limousines LTD, the preferred car service of the Boston Red Sox among other premiere clients.

Tracie Burns is now a Project Coordinator at Brigham and Women's Hospital in Boston.

Don Secombe has joined Pat Rezza, another MDL Partners Client at Resolute Marine Energy, a company capturing the energy in ocean waves to generate potable water. They are currently in planning stages for projects in Africa, the Middle East and the United States.

Joseph D'Ambro is Director, IT Asset Management at NGS/Wellpoint. National Government Services provides customized Health IT solutions for federal government agencies.

Ron Hallagan is now Area Manager at Guckenheimer Inc., where he is expanding their operations to the east coast and is responsible for operations, financial results, client relations, and growth in the Mid-Atlantic area - DC, VA, MD, Eastern PA, New Jersey, and New York.

Angel Irazola is now working in Institutional Consulting at UBS Wealth Management in the Washington, DC area.

Diane Javid is now Senior Manager, Web Operations at American Society of Civil Engineers (ASCE), which represents more than 140,000 members of the civil engineering profession worldwide and is based out of Reston, VA.

Adam Stewart is Vice President Sales & Marketing at Metrolina Greenhouses –York in Charlotte, NC.

Thought for the Day

“It always seems impossible, until it's done. “
Nelson Mandela

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