

Decisions

Creating a transition plan, any plan, starts with a goal in mind. What's your goal? In today's competitive market, winging it won't get you there. If you don't have a defined goal and a well-organized plan of action, you are dead in the water. Think of the best military plans. All had strategies on how to achieve. Details counted. Alternate paths were created as circumstances changed. These are definite requirements in this fluctuating job market compounded by a pandemic.

First question is what you want. If you haven't thought this through thoroughly, then it's time to stop and reevaluate. Is this the right time to make a change? Am I financially ready to go through a change? Even when you have a new position in hand, there may be costs involved. A relocation can be a budget buster if not planned. A good friend of mine calls this positionality. Take time to thoroughly review all aspects of your current situation, where you, what you want.

The next question is have you created that strategic plan and the various pieces involved. Pieces, you ask. Yes! The resume is just one tool in the toolbox. You need a master resume with lots of accomplishments that include the metrics. These accomplishments should show how you impacted the outcome. Show the results. Use quantitative values such as how many dollars saved, or an increased percentage of sales. These are just two examples. If not quantitative, show the qualitative impact. Now is the time to brag with humility. Note that this master resume can be customized into two pages to match the responsibilities identified in the job description. Other marketing tools include your LinkedIn and business cards.

The most important step in your strategic transition plan is your network. If you are not building a network of contacts and working this network to make those necessary connections that will link you to a job, then you are not ready to start the transition process. This has become the dealbreaker in today's world. It's all about relationships. Even in pandemic times, you can network. LinkedIn, Zooming and other tools have connected us to folks. The research that was essential prior to the pandemic is now paramount to discovering directions to follow in your job search.

These are just the highlights of a solid strategic plan. Each plan must be customized to each job seeker. There is no cookie-cutter that can be applied. Reach inside of you to discover your wants. Discover what you are passionate about and follow that path. Build the resumes and the networks that will lead you to that fulfilling job/career.

I would recommend any interested in a great transition seminar to check in with Centurion Military Alliance at www.cmawarrior.org. Chaunte Hall is the originator of positionality. The CMA seminar is one of the best I've seen or heard of. It is free through the CMA nonprofit and is virtual at this time due to the pandemic.

Best wishes.

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