

## Transition Strategy

It's PCS time and many are in the process of transitioning to retirement rather than another assignment. This is just one of the many changes that are occurring this summer. We are finally at the beginning of the end of this pandemic. The Texas economy is recharging. A news article indicated that there are more job openings than those seeking employment. The bottom line is fluctuation.

How are you in applying your military planning processes to your civilian transition employment? I propose that this process is very similar. Outline your mission based upon your values. Define what is important to you and your family. Identify your resources. These include your skills, abilities and knowledge. In civilian speak, we call these your KSAs. Do the SWOT (strengths, weaknesses, opportunities and threats). These different analyses allow you to help define your direction.

The next steps are to build your toolbox. We've talked about this in previous articles. Basically, craft your master resume. This will be the prototype for the individually modified resumes that you build specific to each job description. Remember that each employment opportunity must have a resume designed to address the key words and experiences identified in that job description. The tool box includes your LinkedIn profile that expands upon your resume. In other words, your resume on steroids.

We will soon begin meeting in person. Business cards will be exchanged. Don't go crazy. Keep it short and simple – name, phone number, email address, and LinkedIn connection. You might include the LinkedIn QRL, if you want. You will want a simple card to allow space for notes. I always write on the card when and where I met someone to help jog memories. This is especially important when attending a networking event where you meet multiple people.

The most important is to develop your networking strategy. This is the most important as you need to connect with folks that will help you in your search. These should be industry specific as well as some that are more general. The industry specific are those that focus on the type of job that you're seeking such as PMI for project management. Examples of the more general are LinkedIn MilCity or the USO. All of these are opportunities for you to connect with folks who can support you in the transition. Remember your elevator speech. Here's your opportunity to practice.

I've outlined a lot for you to consider. This is an exciting time for you. Best of luck. Remember to have fun as you walk through this journey.

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