

In Their Own Words

Separated Employees In The Oil And Gas Industry Talk About Partnering With Right Management On Their Career Transitions



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PART 1



TESTIMONIALS



Translating a strong track record into a resume that attracts recruiters

Greg L.

Formerly: Operations Distribution Manager

Currently: Logistics Specialist

Situation: I had been with my company for 6+ years when I was laid off during a reduction in force. I was pretty optimistic because, in the past, I had moved from one job right into another. I thought all it would take was a little touch-up to my resume so that I could apply to jobs and contact recruiters. I was so wrong. I didn't understand today's marketplace and the necessity of using social media and networking to land a good position.

Working with Right Management: I decided to take advantage of the services my employer had provided through Right Management. I attended every webinar and in-office event possible, and utilized the individual consulting as often as possible. I found out that my resume needed more than just a touchup, and my Right Management Coach helped me craft a targeted and forward-looking resume. I also met with a Job Resource Consultant who helped me strategize and improve my LinkedIn profile since I had no idea that LinkedIn could play such a key role in my search. I began interviewing but was getting eliminated early in the process, which was very frustrating. I realized I went in too smug, thinking that my strong track record was all they needed to see to hire me. I quickly learned that there is much more to interviewing. I used iView, a Right Management interviewing tool, to build my interviewing skills. I practiced continually until I was confident I could answer questions in ways that focused on what I could do for them, not on what I had done for someone else. I could not believe the difference! I also attended Right Management's weekly Power Networking Event to improve my networking skills while learning job search strategy. Before this, I did not like networking, so I had to learn a skill I now realize is critical to my career. This group helped me become comfortable with networking and I actually now enjoy it!

"The best result is that my compensation almost doubled and the benefits package is superior to any I've seen."

Results: I was contacted by an internal recruiter at a global oil company, who found me on LinkedIn and wanted to interview me for a job overseas. Targeting my LinkedIn profile to marketplace requirements really paid off. What had drawn the recruiter to my profile was one specific phrase I used that fit their needs exactly. I went through a phone screen, and then a panel interview that was intense. The questions were very specific and technical, and there was little interaction. I thought I had done well. As it turned out, I was offered the job. My family and I are moving overseas and the company will take care of much of our living needs. I have two small children and their schooling will be in a top-ranked private school. The chance for them to have the international experience is priceless! The best result is that my compensation almost doubled and the benefits package is superior to any I've seen. I made some great new friends from the experience at Right Management and learned things I will use throughout my career.



Landing a highly specialized job in a tight job market

Clay C.

Formerly: Manager, Power Accounting

Currently: Finance Director

Situation: I was facing a tough market. There are a limited number of players in this region and even fewer jobs for someone with my experience, which is tightly specialized. The job market in my field was soft and companies were sitting on the sidelines with respect to growth and investment. My opportunities for a quick landing seemed limited.

Working with Right Management: Coaching from the consultants provided great insights and support. I always felt that my coach had my best interests at heart. In response to my questions he would impart “common sense” knowledge from his many years of experience. Now when I run into an issue, I think, “What would my coach say in this circumstance?” He also knew when to provide an empathetic ear and when to give a gentle kick in the pants. The interviewing course, using iView and personalized interviews, was invaluable – especially learning how to prepare for an interview and tailor my response to a job posting. Interactions with other candidates at the Weekly Board Meeting boosted my morale and kept me motivated. It felt good to help other candidates with my contacts and then also get that help in return.

“My coach knew when to provide an empathetic ear and when to give a gentle kick in the pants.”

Results: Right Management provided expert coaching, breadth of courses, website resources, and the opportunity to interact with other candidates – all of which played a role in helping me land my current position.



Moving beyond generic skills presentation to a tailored approach

Harris N.

Formerly: Development Coordinator

Currently: Exploitation Engineer

Situation: I had no idea that one's qualifications/experience alone wouldn't result in success and that I needed to have a Unique Selling Proposition. I was sending out generic resumes and filling online applications before Right Management guided me to a tailored focused approach.

Working with Right Management: Right Management taught me how important it was to align every form of communication with a prospective employer to the unique requirements of the job. This included everything from my cover letter and the key skills in my resume to my responses to interview questions, projected strengths and weaknesses, the networking interviews, and the thank-you letter.

Results: Two months into the process I ended up with two firm job offers, one tentative offer, and a great deal of interest in my professional services. Right Management works!

"I had no idea that one's qualifications/experience alone wouldn't result in success."



Weighing options: retirement, consulting or contract employment?

Janet W.

Formerly: Manager, Consultation

Currently: Manager, Regulatory

Situation: Following a management layoff due to a re-organization, I faced several challenges. How did the change of employment affect me? Did I want to retire, become a contract employee, or work fulltime? Where did I want to live and would I be able to work from home? I was preoccupied with my change in employment because working is a significant part of who I am and where I wanted to go in the future.

Working with Right Management: I participated in face-to-face and online training sessions, which provided valuable advice. The Right Management website gave me a number of resources, including how to draft a quality resume and cover letter; prepare for an interview and sell myself using effective marketing skills; respond to questions such as why I left my last position; and look objectively at the employment experience. Most importantly, I received one-on-one coaching - in person and by telephone - from two knowledgeable consultants. They help me move forward, asking the right questions to motivate my thinking, and providing guidance on my resume, cover letter, and contract negotiations. They also connected me with webinars on small business and contract options, social media such as LinkedIn, business and community networks and the one-minute (who am I) commercial.

Results: One year later, I realize I was given a valuable opportunity to think and make decisions to support myself, my family and my career. I am “living the dream” at the lake, consulting in my preferred discipline and travelling. I have become a community volunteer, joined an organization and supported a variety of small business initiatives. In the last year I met with representatives from a professional association in Japan and received an international recognition award.

“I am ‘living the dream’ at the lake, consulting in my preferred discipline and travelling.”



Learning job search skills while gaining confidence

Stacia L.

Formerly: Geologist

Currently: Senior Geologist

Situation: I was unaware that I was not communicating my abilities to the level that I had thought. I had never fully grasped how to best market my skills until I met the career coaches and instructors at Right Management. They helped me gain immense confidence. I knew it was time to put my hard work into finding the career of my dreams.

Working with Right Management: It was one of the greatest learning experiences in my career. They showed me how to properly write cover and thank you letters, create a captivating resume, and effectively network. Being taught how to negotiate an offer, including how to answer tough interview questions, was very beneficial.

The support from other Right attendees is also uplifting. In the weekly networking sessions, people share their experiences, thoughts, and suggestions. You develop new contacts who can help you in learning more about a company you're interested in or connect you with someone that is looking to fill a position.

Results: I was able to not only secure a terrific job, but also get an employment package I could not refuse. In addition, Right Management's "First 90 Days" course helped me prepare to excel at my new job. Anyone who wants to improve the success of their career, or are looking to transition to a new role would greatly benefit from seeking the expertise of Right Management.

"It was one of the greatest learning experiences in my career."



Knowing where to start is often the hardest step

Laura P.

Formerly: Geologist in Training

Currently: Geologist in Training

Situation: At the beginning of my transition, finding and securing a new job position seemed to be a stressful, daunting, and overwhelming task. One reason was my lack of a starting point to correctly initiate my search. I have searched for jobs before, but always in the comfort of knowing that I was currently in a stable position. So, to search for a new role without an idea of how my near future was to play out, overwhelmed my sense of confidence.

Working with Right Management: Right Management helped me understand how to identify what my job of searching for a job should look like. In addition to coaches who provide continuous moral and technical support, Right Management has a large database of information that is always accessible to a candidate in transition. Since they have helped countless professionals find ways to stand strongly on their feet, they are well prepared to expect the scared feelings that transition candidates experience. After meeting the career coach and other transition candidates I received a package that outlined the different resources Right Management had, the sequence recommended for their use, and where to find them. I dedicated the working hours in a day to learning Right Management's recommended strategy and more importantly, how to apply that to myself. The resources helped me identify the assets I have as a young professional and explained how to sell my strengths to my target industry and potential employers.

Results: Looking back on my transition, I see it as a period of exponential growth for myself. Right Management's techniques and their consultants me become confident in the skills and talents I have to offer my current employer and my future career colleagues.

“They helped me identify my assets as a young professional and explained how to sell my strengths to my target industry and potential employers.”



Overcoming lack of experience and references

Robert G.

Formerly: Project Engineer

Currently: Pipeline Engineer

Situation: I was facing a range of challenges. With only four years on the job, I felt inexperienced in comparison to other job seekers. My skills were field-based and I was targeting city-based jobs. And I lacked references from my previous employer.

Working with Right Management: I found the networking very helpful! I learned how to network effectively and reach out to people who were not my personal friends. I learned how to interact with people effectively and gained an understanding that it is not about putting out as many resumes as possible but tailoring your communications to the job.

The one-on-one coaching sessions really helped me to focus on my situation and drove home the lessons I learned in the webinars, seminars, and resume writing clinics. Lastly, but importantly, the face time in Right Management's offices helped get me out the door and back into society.

Results: I am now working as a pipeline engineer. The job was not advertised. I found it through my friend/business network. It is a change of pace and scope of work as I come from an owner background and now I am in a EPCM environment. I accepted the role because it provides relevant experience for my long term goal of working in a management role. Other benefits include flexible work hours, and a collaborative, growing team.

“The face time in Right Management's offices helped to get me out the door and back into society.”





About Right Management

Right Management is a global leader in talent and career management workforce solutions with Manpower Group. We design and deliver solutions to align talent strategy with business strategy. Expertise spans Talent Assessment, Leader Development, Organizational Effectiveness, Employee Engagement, and Workforce Transition and Outplacement. With offices in over 50 countries, Right Management partners with companies of all sizes - including more than 80% of the Fortune 500 - to help grow and engage their talent, increase productivity and optimize business performance.

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