

Professional Impressions

Resume Writing & Career Coaching

Website: www.proimpressionsbiz.com Email: nicki@proimpressionsbiz.com Phone: 303-726-8954 Mar 2018, Issue 24

VIP CLIENT/NETWORK - CAREER SERVICES & COMMUNITY NEWSLETTER

Networking Corner

Meet Professional Impressions clients looking for a new opportunity....

Who do you know with an opportunity to connect them to?

Congratulations on new job
Karen and Deb!

- Senior Business Analyst
- Compensation Director
- IT Executive (3)
- QA Director - TX
- Technical Writer
- Sales/Biz Dev/Acct Exec (5)
- Systems Admin/ Tech Project Lead
- Desktop Support Analyst
- System Engineer -NJ
- Customer Success Director
- Product Development Manager
- Process Automation Consultant
- Executive Admin
- ETL Developer
- Sales Support/Data/Reporting Analyst
- Project Manager (2)
- Business/Technology Executive
- Tax Manager
- Restaurant Operations Consultant
- Admin Assistant
- HR Manager
- Project Coordinator (TX)
- Program Manager
- Director of Operations- manufacturing
- VP – Product Delivery
- Strategic Marketing Exec
- Organizational Transformation Expert
- Solutions Architect
- Incident/Problem Manager
- Global MSP Executive/Partner Strategy

Please let me know if I missed anyone. And if anyone has found a job that I have included, let me know.

Hello,

Happy Spring! As spring arrives it's a great time for making changes in your life and in your career. Those new years resolutions that you committed to but didn't follow through with can be renewed and you can have a fresh start for the new season. I have been talking to people a lot lately about the importance of being happy in your job, doing something you enjoy and making sure you have a life outside of work. So many people work and work and forget to have an enjoyable personal life. Your job IS important, it's where you spend much of your week, but recognize when it's not a healthy environment or you are being overworked. There are jobs that want people to have balance in their life. If yours isn't one of them, it might be time for a change! Let me know how I can help!

Thank you for your referrals and recommendations! I appreciate you all so much!

Nicki Massman

Potential Layoff Red Flags....

Company mergers/acquisitions:

- ◆ Oftentimes when two companies merge, there are two sets of employees for many roles, and one role may be eliminated.
- ◆ You may not agree with the cultural shift, new management, or company direction.
- ◆ Compensation plans, benefits, flexibility, and work from home situations may change that you have become accustomed to.
- ◆ These situations may create low employee morale with constant uncertainty of job security and additional tension.

Changes with your boss or company:

- ◆ Company announces weak earnings; you see that business revenue is declined.
- ◆ Company brings in "outsourced" company.
- ◆ Hiring freeze
- ◆ Company is for sale or owner mentions retirement.
- ◆ You are asked to write a job description of what your role is within the company.
- ◆ A freeze on pay increases and bonuses — even pay raises and bonuses that were previously approved.
- ◆ Scheduled projects suddenly put on hold
- ◆ There is a noticeable difference in how your boss treats you. You are not invited to participate in routine meetings.
- ◆ "Closed door" meetings conducted by your boss and unfamiliar guests.

Changes with your job:

- ◆ Not enough work or you haven't been given new responsibilities recently.
- ◆ A new hire is brought in who could easily handle your work along with their role.
- ◆ You are asked to train an outside resource to "help you with your job".

If you see any of these signs you must prepare for a possible job change.

Update your resume, revise your LinkedIn profile, brush up on interviewing skills, build your network.

Hot Jobs

Salesforce Administrator, Applications Administrator, Jr. .NET Developers. Full stack .NET Engineer, Performance Test Engineer, IT Risk and Compliance Manager, Software Development Engineer in Test, Embedded QA, AWS Architect, Principal Developer, SVP Mortgage Operations, SVP Finance, COO, CFO, VP Brand Development/Strategy, CMO, VP Digital Marketing, VP Brand Marketing, VP Marketing/Business Development, President/CEO.

If you or someone you know are interested in any of these jobs, let me know and I will connect you with my Recruiter contacts.

Refer a friend to me to write their resume or for career coaching and receive a gift card as part of my Referral Program.