

How re-employment should be tackled by employees

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In the current global economic state of affairs, layoffs, down cutting and redressals have become frequent phenomena in the corporate highlife. Worldwide, we've enough examples to witness an incredible trend of senior level closedown by organizations wanting to cut down on losses and trim their men. Typically enough the layoffs happen for no fault of the candidate as business priorities usually necessitate closing down of some businesses or in some franchises to change organisations to concentrate additional on key markets or businesses.

Lay-offs especially for a high profile executive can be unsettling and a number of candidates find it difficult to deal with this especially if the candidate has been a high performer. Therefore, it is vital to keep in mind that it is not the end of the world, so keep the rate of confidence high. A first-class professional record, backed by good scale of performance, peppered with achievements prior to termination, will definitely support in attaining employment, even for high profile executives. Executives should begin with their branding process that would help them get under the radar of hiring managers. The following tips will help executives to best handle the job search, ensuring the feelings of disappointment and self-doubt, as well as the negative perceptions of others, won't stand in the way of finding a new job.

Understand what went wrong

When a relationship ends, one takes the negatives from the experience and turns them into positives, same holds true for jobs. Executives should avoid committing similar mistakes in the future through considering what went wrong, reviewing the circumstances and factors what might have led to this scenario and detecting their own strengths and weaknesses. This process of a candid assessment will help them in their larger-scale growth. However, what puts off a possible leader is being negative by bad mouthing your company or bosses. A number of candidates loose potential opportunities as a result of this, thus it is sensible to place some blame yourself instead of place it solely on the previous organisation, bosses or circumstances.

Create a plan

Getting fired can be distressing in terms of emotional as well as physical, as it can leave people drained of their savings and self-esteem. While one should give some time to let it all sink in, being proactive and having a plan of action ready in hand is a better approach. Personal branding, online brand identity-building, networking, and social media, are must-do strategies. Outside references is a great option as executives need other individuals and leaders in the industry who are familiar of their abilities and can confidently recommend them. The strength of associate executive's relationships with people in his network can facilitate him weather a storm and transition to his next position. Those who have handled relationships with key stakeholder's well stand a way higher probability than those that tend to require everybody with no consideration. Keep in mind relationships these have to be compelled to be designed and no individual but good is additional powerful than his /her organisation or key stakeholders.

Work on your CV

It may shock you but the reality is that 90-95% CV's are not well written even at the senior management level. Importance of a good CV is often underestimated. A well-drafted CV will invite more interviews. Experience at employment is just a qualifier as what is crucial to the reader is what the candidate delivered at each of his/her tenures. Your CV has to be compelling, to be comprehensive, making the organisation be fascinated by meeting you .It may be tempting in wanting to harp about your qualities, yet recruiters prefer a factual, to-the-point CV. make sure that the data is correct and don't succumb to the temptation of fabricating it.

Better preparation, better interview

To make sturdy first impressions, executives should be adequately prepared. The more information they know about the hiring manager and the organization, the more comfortable they will be talking to him/her and presenting themselves as the ideal candidate. They must recognize at once, the way to use verbal and non-verbal cues. At top/ senior management level it facilitates if one carries many concepts that may help the organisation grow or turn out results. Therefore, doing homework well helps. Needless to emphasise but do dress appropriately.

Lastly, show passion and energy as in today`s world it is an imperative and the last thing a company wants is to hire a laid back person.



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