



YOU ARE NOT YOUR FATHER'S OLDSMOBILE

Instead of focusing on the 'perils' of being the older executive, I suggest they focus on the amazing quality, wisdom, value, and capabilities these senior executives can contribute.

I have been a career coach to senior executives for more than a decade. I am "mad as hell" and 'WE should not take it any more.' The WE are the amazing senior executives who hold the knowledge and wisdom of a generation for building successful companies. Equipped with the experience and knowledge of years of building successful companies they now hear, 'You are too senior for the position' or 'We are looking for someone with new ideas'. **REALLY?**

When you look at what makes a company successful, it is the wisdom, skills, experience, and the success and failures of the members of your management team. The people with these critical attributes are the senior executive members of our community. They have been there, and done that; they know that, and they can hit the ground running.

Over my careers in executive coaching, retained search, and founding new companies I have found the rejection of senior executives to be a confusing problem. Here we have highly qualified executives with the wisdom, experience, and skills to make a difference, being rejected by today's hiring entities. The hiring companies today seem to lack the vision to see the real qualities and capabilities that these 'knowledge-expert' bring to the company.

By and large, the amazing senior leaders now available are highly trained, successful executives with deep experience and knowledge in their industries. This level of 'Knowledge Executive' cannot be found in new graduates, people under thirty, or candidates with less than ten years of experience as well as being able to 'hit the ground running' on day-one.

Companies that are serious about their success should be hiring capable senior executives with extensive experience and a range of accomplishments. Companies should be hiring senior executives who know what works, what problems to avoid, and can make the right decisions.

Finally, the most unspoken attribute that sets these execs apart is their experience at team building, managing for results, accountability and trust. These are the knowledge, skills, and experience that make the senior, seasoned executive not just useful, but invaluable, in positioning organizations for growth and success. I know I plan on continuing to work with these "Best and Brightest, Senior Knowledge Experts" in helping them take on their next career challenges and bring success to their companies. Give me a call or email to see what we can do for your senior career.

Sandy Sanderson, sandys@meridianer.com, 415-860-3063, www.meridianer.com

