



Career issues for senior executives:

Being over 50 the 'Baby Boomer' generation is concerned about age discrimination in today's job markets. The key issue for senior executives is to maximize their competitive advantage in competing with the younger generation for senior position? The unique advantage senior executive have are their skills, capabilities, and experiences in addressing the executive job market requirements.

A key element of presenting you career is emphasizing a flexible management style, technological proficiency, ability to learn new skills and the willingness to work for a younger boss. Before going into an interview, develop concrete examples of how you've mastered new technologies, how you've worked with and for younger generations and how your management style has developed through the years.

Career Development for Senior Executives:

Senior executives with years of accomplishments present a unique set of challenges in securing a new position that go well beyond the standard two page resume. The Meridian Career Coaching is designed to address the range of dynamics issues for a senior executive in supporting identifying and securing a new career opportunity.

Critical Issues: Meridian's coaching program takes a holistic approach to career development that integrates the dynamics of today's job market with specific coaching, research, and branding documentation to provide a comprehensive program in achieving your career goals. The following coaching elements will be tailored to meet your specific goals:

- **Understanding your career passions:** A critical advantage in securing a new career opportunity is to understand and focus on your professional passions and how they provide an advantage for you in securing your career goals.
- **Analysis of your career history:** Building on a focus on your professional passion we will have an in-depth discussion on your career experience and accomplishments. Our goal will be to bring into focus how your experience, accomplishments, and passion support defining a new career position or opportunity for you.
- **Development of a career brand:** With identifying a clear and specific direction for your career we will work to develop a comprehensive professional branding for you.
- **Selecting the ideal opportunity:** With your career direction and position defined and supported by documentation we will look to evaluate the market to identify specific companies and position opportunities for you to develop. This is a high level, pro-active research and analysis effort to find opportunities that fit your goals and provide you a clear and present advantage over other candidates.
- **Presenting your capabilities:** Our outreach will a pro-active effort to identify the correct contact at the career opportunities we have resources. Follow up will also be pro-active to secure an interview. Preparation will include assuring you are the 'smartest candidate in the room' with a compelling understanding of the company, position, market, and staff.
- **Completing the Process:** Our support will be on going through the interview and selection process to assure all questions and request are completed during the hiring process. We will also be providing specific 'on-boarding' support for you in the new position to assure your moving into a new position or opportunity smoothly.

Meridian Executive Resources