



MARINES IN TRANSITION

A Bi-Monthly Publication of the Marine Executive Association

May / June 2014

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2014 MEA SPRING SOCIALS & NETWORKING EVENTS

Quantico

Over 40 Marines from the Quantico/northern Virginia area attended the annual MEA Spring Networking Social held 29 May 2014 at the Globe and Laurel restaurant in Stafford, VA. Company representatives from Patricio Enterprises, ESP, Patriot Connections, and Protect the Force provided over 30 job opportunities while MEA representatives matched transitioning Marines with possible position openings and provided information on successful interviewing, job searching, networking, and negotiating strategies.



Photo by Bill Peters, Director Quantico Luncheon

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View the complete
listing of MEA
officers and
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on MarineEA.org

2014 MEA SPRING SOCIALS & NETWORKING EVENTS CONTINUED

Camp Pendleton

Over 70 Marines from Camp Pendleton attended the annual MEA Spring Networking Social held 21 May 2014 at the Pacific Views restaurant in Camp Pendleton, CA.



r-l: Cpl John Melson, his wife, and retired LDO John Engstrom who runs his own company placing Marines.

Photo by Col Steve Fisher, MEA Camp Pendleton Chapter

Arlington - May 16

Marines from the area attended the annual MEA Spring Networking Social held 16 May 2014 at the Navy League Building in Arlington, VA.

View all photos online:

<https://www.facebook.com/media/set/?set=a.10152538236094047.1073741826.298025264046&type=1>

5 TIPS ON STAYING POSITIVE DURING A JOB SEARCH

Source: Lida Citroën

<http://vaforvets.va.gov/Pages/default.aspx>

The Question: How can I keep my head held high when I keep getting turned down for jobs?

Answer: The job search process can be frustrating, without question. For some people, they are looking in the wrong industry, community, or company. For other job seekers, their resumes, industries, and skills align beautifully, but they still get more rejection letters than interviews.

An effective job search should include much more than just sending resumes and cover letters and more than filling out online job posts and stalking hiring managers at industry meetings. An effective job search means making yourself compelling, relevant, and findable to potential employers. This should (ideally) start before you even separate from the military, but for some of you, that's not possible.

Here are some tips to make your search more effective and keep your focus in the process:

1. Think about how you want others to perceive you. Do you want to be seen as someone who is collaborative, helpful, and focused on making the organization bigger and better? Or, do you want them to see you as a leader who can make tough decisions and stay resilient in the face of challenges and obstacles?

Or, maybe you want to be perceived as an expert in your field who brings an expediency and results-focus that the company desperately needs? Being clear about how you want to be perceived will drive the way you network, show up, and follow up to interviews.

2. Get networked in ahead of time. The internet makes it simple to find out about the company, their hiring practices, and their commitment to veteran on-boarding and recruitment in advance. Look on LinkedIn or the company website to see what programs or initiatives the company has to recruit former military members. Look at their employee list and see if any veterans currently work there. Perhaps introduce yourself via email in advance of sending your resume. Sometimes these contacts can help you get an understanding of the culture of the company and any weak spots or opportunities you might mention in your interview.

3. Make sure hiring managers can find you online. Did you neglect your LinkedIn profile (or maybe you never set one up)? Be sure to accurately promote and portray your goals online. Many recruiters and hiring managers will search for you online after getting your resume – sometimes even before they meet you! If they can't find anything about you on a business site like LinkedIn, or even in Google, they might overlook moving forward. It doesn't sound fair, but it's true. Add content to a blog, set up your online profiles (LinkedIn, Google+, even Facebook) to show employers who you are, what you're interested in, and what you can offer them.

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5 TIPS ON STAYING POSITIVE DURING A JOB SEARCH *CONTINUED*

4. Focus on consistency, not perfection, online. Once you have built some profiles and are now findable by employers, ensure your online image is consistent across channels and consistent with who you are as a person. It does not serve you well to appear professional, serious, and passionate about technology online if you are truly a more laid-back, carefree, and artistic individual in person. Your goal is to highlight your positives, downplay your weaknesses, and let others learn who you are before they decide to meet you and interview you.

5. Get very clear on what the hiring manager needs from you. What are they looking for – an order taker to sit at a desk all day? Someone to inspire and motivate teams? A forward thinking leader who can make tough choices? Once you figure out the logistics of what they need, focus on what they need to feel about you. Do they need to feel they like you or respect you? Do they need you to make them feel safe? Every individual has real needs – functional and emotional. A good interview is one where you meet both sets of needs.

The number of variables that can occur when interviewing for a job are endless. However, focusing on who you are, how you want to be perceived, and the needs of your target audience (hiring managers) gets you much further than your competitors. Then, focus on building consistency across all media – online and in person – to ensure that if they do hire you, you will be successful in the job.

2014 SECNAV VACANCIES - APPLICATION PROCESS UNDERWAY

Are you interested on serving on the FY14 Secretary of the Navy Retiree Council? If your answer is “YES,” the SECNAV is looking for you! Three vacancies are open on the SECNAV Council: one retired officer and two retired enlisted Marines.

If selected, you will serve a three-year appointment. Selectees are recalled to active duty for one week and issued temporary active-duty orders. The government will pay for travel and lodging expenses. The Council may review the effectiveness of current programs and policies affecting retirees; make recommendations concerning improvements to benefits, privileges, other assistance to retirees, quality of life and morale aspects of the retired community, and any other matters related to retired personnel. Additionally, if selected, you will advise Commands and the retired military community of issues within their geographical location. If you are interested, submit your resume. include any involvement with military / retiree associations and organizations and send to HQMC MMSR-6, 1-800-336-4649. ***The deadline for submissions is Sept 30, 2014.***

PERSONAL BRANDING RESUME ENGINE™ TRANSLATES MILITARY EXPERIENCE INTO A LANGUAGE BUSINESSES CAN UNDERSTAND

Resumeengine.org can help translate service members' skills into a language that businesses understand. Businesses can then search the site for veterans to hire.

Hiring events are being put on across the USA by a partnership of groups led by the Hiring Our Heroes Program of the U.S. Chamber of Commerce Foundation. Eric Eversole, the executive director of the Hiring Our Heroes Program stated, "What we're trying to do is bridge that communication gap between veterans who are looking for great career opportunities and businesses across the country who are looking for talented military service members to fill their needs."

Hiring our Heroes events are an opportunity for transitioning military personnel to link up with potential employers. 660 job fairs have been held across the country since 2011 -- helping put veterans to work. The "best way to "thank them" is give them a job," Donald Esmond, Senior Advisor for Toyota Motor Sales and Co-Chair for the Veterans Employment Advisory Council told us.

For more information, please visit www.hiringourheroes.org

ASKING QUESTIONS DURING A JOB INTERVIEW

By Tim Murphy, MEA Executive Director

At most interviews, you will be invited to ask questions of your interviewer. This is an important opportunity for you to learn more about the employer, and for the interviewer to further evaluate you as a job candidate. It requires some advance preparation on your part.

Here are some guidelines for asking questions:

Prepare five good questions. Understanding that you may not have time to ask them all. Ask questions concerning the job, the company, and the industry or profession.

Your questions should indicate your interest in these subjects and that you have read and thought about them. For example, you might start, "I read in Business Week that ... I wonder if that factor is going to have an impact on your business."

Don't ask questions that raise warning flags. For example, asking, "Would I really have to work weekends?" implies that you are not available for weekend assignments. If you are available, rephrase your question. Also, avoid initiating questions about compensation (pay, vacations, etc.) or tuition reimbursements. You might seem more interested in paychecks or time-off than the actual job.

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ASKING QUESTIONS DURING A JOB INTERVIEW *CONTINUED*

Don't ask questions about only one topic. People who ask about only one topic are often perceived as one dimensional and not a good candidate.

Clarify. It's OK to ask a question to clarify something the interviewer said. Just make sure you are listening. Asking someone to clarify a specific point makes sense. Asking someone to re-explain an entire subject gives the impression that you have problems listening or comprehending. For example, you can preface a clarifying question by saying: "You mentioned that ABC Company does (blank) . . . Can you tell me how that works in practice?"

3rd Annual Salute to Iraq and Afghanistan Veterans with General James N. Mattis, USMC, (Ret.) at the Marines' Memorial Club

<http://youtu.be/IDxU4Y4aXPg>

<http://www.usatoday.com/story/nation/2014/05/05/mattis-iraq-afghanistan-marines-usmc/863209>

HOW TO MEASURE JOB SEARCH SUCCESS

By Tim Murphy, MEA Executive Director

How effective is your job search? Do you really know?

Here's the thought: What parts of your job search do you measure? If you're thinking, "Huh?" or "I don't measure anything," you are like a dieter who doesn't own a scale -- how can you know if you're succeeding? The answer lies in questions. Specifically, if you ask the right questions, you'll get the right answers needed to measure -- and improve -- your job search. So, to get you started, here are three questions to ask yourself at the end of each day ...

Question 1: How many networking phone calls did I make today?

Write the number down. Are you happy with it? Did you make 15 phone calls, for example? Good. Reward yourself appropriately, write down what you did to achieve that goal, then repeat it tomorrow.

Not happy with the number of calls you made? Think back to a day when you were happy, when you were "hot" on the phone, and talked to a lot of people. How did you do it? Whatever you did that worked before, repeat it tomorrow.

What if you've NEVER had a good day making networking calls? I would suggest that this is impossible -- and I can prove it to you.

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HOW TO MEASURE JOB SEARCH SUCCESS

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Think about a time when you made a lot of phone calls to ask an important question. Maybe it was to confirm the guest list for a party, or to find a babysitter, or to get a sub at work. If you can do that -- pick up the phone and ask a question of people you know -- you can make networking calls about your job search. Because it's pretty much the same thing.

In this case, the question you are asking is not, Do you know anyone who's hiring? Instead, first tell others what kind of company and job you're looking for, then ask, Who do you know that I should be talking to?

Regardless of whom you call and what you ask, the goal of each networking phone call is simple: To schedule an in-person meeting.

Question 2: How many in-person meetings did I set up today?

Ideally, you'll schedule 1-2 meetings per day and meet 5-10 people every week. You'll likely set up meetings with two types of people:

- **First-level connections -- people you know already.** These are your friends, family, neighbors, co-workers, et al. In my experience, however, most job leads will NOT come from these people. Rather, you will get them from ...
- **Second-level connections -- people you meet through people you know.** These are also known as "weak connections," and there is great power here, because there are great numbers here.

- Example: If you know 250 people and they know 250 people, you have access to 62,500 second-level connections. The goal of each meeting is to get the name of someone who can either hire you, or refer you to a hiring authority. And the goal of meeting those hiring authorities is, of course, to set up job interviews.

Which brings us to ...

Question 3: How many job interviews did I set up today?

This is the crucial question.

Never lose sight of the fact that all your phone calls and in-person meetings have the same ultimate goal: To get you face to face with an employer, discussing why hiring you would be the ideal solution to their problems.

Fact: In many cases, your next job may be at a company you don't know about yet. Which is why you must put the numbers in your favor and talk to as many people as possible.

And ... your next job may not even exist yet. Which is why you must research the background of every employer you meet, so you can propose solutions and ideas that prompt them to hire you before the competition does -- even if they have to create a new job to do it.

To recap, here are the three vital questions:

- How many networking phone calls did I make today?
- How many in-person meetings did I set up today?
- How many job interviews did I set up today?

Take a moment tonight to answer them. When you do, you will start measuring your success, one day at a time, and you can't help but get hired faster as a result.

GENERAL: MILLENNIAL MARINES SHUN SELF-ABSORBED CULTURE

Source: Rowan Scarborough

<http://www.washingtontimes.com/news/2014/may/7/general-millennial-marines-shun-self-absorbed-cult/>

A four-star Marine general laments an American public that cannot comprehend why young Marines sacrifice their lives to defend the country, saying millennial Marines shun a popular culture that celebrates the self-absorbed and materialistic.

"This is not a criticism, but those with less of a sense of service to the nation will never understand it when men and women of character step forward and look danger and adversity straight in the eye, and refuse to blink or give ground even to their own deaths," said Marine Gen. John F. Kelly, a former enlisted man who rose to the armed forces' rarefied air as head of U.S. Southern Command.

"The protected can't begin to understand the price paid so they and their families can sleep safe and free at night. What they are missing, what they will also never understand, is the sense of commitment, joy, and honor of serving one's country in uniform," Gen. Kelly said Saturday at the New York City Leatherneck Celebration Ball.

The Washington Times obtained a copy of the speech, and Southern Command confirmed its accuracy.

Pundits have talked about the growing schism in America between a population who has never served and the relatively few who want to.

Gen. Kelly spoke of a cultural schism - as he put it, the "current cohort of opinion makers and cultural icons" who advocate self-absorption but are not embraced by young Marines.

"The young people I work with every day and serve the nation in the armed forces, in general, and the Marine Corps, in particular, have broken the mold and stepped out as men and women of character who are making their own way in life while protecting ours," he said. "Young people who, like their fathers and grandfathers before them, have a religious faith in self-reliance, hard work, and making it on their own. This is who they are, and it is this philosophy that came to them through their families."

Gen. Kelly, who led Marines in Iraq's restive Anbar province, said about 1 percent of the nation now wants to serve in the armed forces, and decidedly fewer want to be Marines.

Values of the World War II generation have waned, he added.

"There was something uniquely special about them," he said. "They worked so hard and had so little, but loved this country in a way that is in many ways almost lost today with the exception of a very few - perhaps 1 percent of America - that see it in the same way they did."

He criticized those "who for their own reasons dare to so patronizingly speak for us, calling us victims and weary, but have never walked in our shoes or stood by a flag draped casket holding someone so precious."

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ARE CIVILIAN EMPLOYERS REALLY RECEPTIVE IN HIRING VETERANS?

Source: Gary Fox, LinkedIn Veteran Mentoring Network

http://www.linkedin.com/groups?gid=4466143&trk=vsrcp_groups_res_name&trkInfo=VSRPsearchId%3A53966651400184882682%2CVSRPtargetId%3A4466143%2CVSRPcmpt%3Aprimary

I've had two job interviews in the last week. During the first one the interviewer asked me if I had deployed to either Iraq or Afghanistan and I told him both. He then focused on PTSD and said he couldn't understand how anyone couldn't be suffering from PTSD after having deployed. I felt he was implying I had PTSD because I had deployed.

During the second interview with another company, I was asked if I could leave the "hardass" mentality of yelling at people to do things behind. I told him it wasn't like that and explained to him how we mentor and counsel. He then told me veterans were often too regimented and taught by the military to stay inside the box because of regulations. I informed him the military like any civilian employer expects their personnel to come to work every day and to be there on time. I went on all employers have rules and policies in place and expect work to be done correctly and on time and that's what most military personnel are good at. I also told him we weren't locked into a box, that in fact a lot of our leadership training requires involves critical problem solving, thinking outside the box because as leaders we are indeed expected to think outside the box.

I'm getting the impression many HR people have veterans stereotyped as a bunch of harasses who scream and holler at people to get things done and are not capable of thinking outside the box. Perhaps they get this from watching too many movies and TV shows that often stereotype military personnel like this.

MILLENNIAL MARINES SHUN SELF-ABSORBED CULTURE *CONTINUED*

And he warned Marines at the ball that the country is in the midst a long struggle.

"If you think this war against our way of life is over because some of the self-appointed opinion makers and chattering class grow 'war weary,' because they want to be out of Iraq or Afghanistan, you are mistaken," Gen. Kelly said. "This enemy is dedicated to our destruction. He will fight us for generations, and the conflict will move through various phases as it has since 9/11."

Gen. Kelly is mentioned as a possible successor to Marine Corps Commandant Gen. James Amos, whose terms ends later this year.

Job Hunting Tips & Techniques Available on MEA Website

Check the MEA website for an extensive listing of how to network, search for jobs, draft a resume and much more!

<http://marineea.org/index.php/for-marines-menu/tips-and-techniques>

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Upcoming Events



June 13, 2014

**MEA Networking Luncheon
Quantico**

July 10, 2014

**MEA Networking Luncheon
Henderson Hall**

August 8, 2014

**MEA Networking Luncheon
Quantico**

Camp Pendleton Chapter

The MEA Camp Pendleton Chapter meets the
3rd Wednesday of every month, 1800,
Pacific Views (formerly the South Mesa
SNCO Club) on Camp Pendleton

**View a listing of events and
job fair on the MEA Calendar**

www.marineea.org

ADVERTISE WITH THE MEA

This year the MEA is introducing new and exciting promotion for all companies, such as yours, to participate in our MEA Advertising Program. We'd like to feature your company in our website, Hot Jobs lists, and calendars seen by more than 25,000 Marines in transition.

To find out more, or to see how cost-effective our advertising program can be for your firm, simply download our advertising rate card.

View more details:

<http://www.MarineEA.org/ads>

Download Advertising Rate Card:

<http://marineea.org/ads/2014advertisingprogram.pdf>