

Networking During the Holidays

PMI Championship Job Team
December 6, 2008



Networking Keys

1. **BE CURIOUS** - when you meet new people, discover who they are, what they do and who they know
2. **ENDEAR PEOPLE TO YOU** –
 - this is accomplished through a good attitude – be positive with people
3. **GIVE FIRST** - share resources first, always offer to help before asking for help.
4. **FOLLOW UP** - this means you need to send a thank you note to everyone you meet, or work with. Thank You notes or emails go a long way to having people remember you.
5. **ASK** - You know what you need . . . So ASK

Networking Myths

Myth No. 1: “Nobody hires in December”

December can be more fattening, it can be busier, but it's still a month employees are being paid to work. There are 6 reasons companies may hire in December:

1. Many companies must spend the money in their budgets before the end of the year. Hiring “heats up in December because hiring managers are trying to reach deadlines to use budgets”, says Susie Basanda principal of Basanda Consulting, a recruitment management company in Ventura County, CA.
2. People tend to want to tie up loose ends before the new year. Hiring managers, H/R Reps, and Executive recruiters are like the rest of us who have that feeling of urgency as the year-end approaches. If there are unfilled positions on their staffs, hiring managers naturally want to fill them. “There's that mentality of a fresh start,” say Leslie Ruther, H/R Mgr for Princess Cruises in Santa Clarita, CA

Networking Myths

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3. Positions open up in late Nov. or early Dec. because professionals quit their jobs this time of year. David Knowles of Excel Unlimited in Houston says “The holidays can bring on a time of longing to be closer to family, roots, and people. If no bonus is involved, people often will quit Dec 1 and give two weeks notice so they can be with their families during the Holidays.
4. Recruiters are more motivated to place candidates before the end of the year because they are paid on commission. What helps the job seeker is that the commission rises based on overall yearly billing. For certain jobs commission might start at 30%, rise to 60% toward year end but the catch is that it goes down to 30% again on Jan 1.
5. Holidays don’t affect much of a change in some businesses. There may be decorations, a few parties, but activities roll along just like any other month.
6. Strong companies often want to start the new year with a Bang ! Companies need to have key people and projects in place to start the year off well.

Networking Myths

Myth No. 2: “You won’t find the job you really want in Dec”

You’re just as likely to find the job you really want in December as in any other month.

One reason is because you won’t have as much competition says Judy Kneisley a Sr. Vice Pres and GM of Woodland Hills office for Lee Hecth Harrison, Inc. “Because so many people believe in the myths, it’s a perfect time to be out there. It may sound logical that only losers would be desperate enough to look for jobs during the holidays but the fact is that Winners are looking in December.

WINNERS DON’T GIVE UP “

Job seekers must “know the opportunities are there and go in with a positive attitude.

Also, it’s easier to network during the holidays because holiday events present opportunities that you can use to your advantage. You can network at parties, kids school events, church, the gym. . .

Networking Myths

Myth No. 3: “Nothing ever happens after Dec. 15 so you might as well leave town”

Most recruiters advise job candidates to be flexible in scheduling interviews and meetings around the holidays. Kim Eberhart – KEB Resources, Inc from Valencia, CA goes a step further and advises candidates to avoid taking weeklong trips during the holidays.

Susie Basanda once held a round of interviews New Year’s Day. Right before Christmas, she’d been asked to fill a position and give the hiring manager candidate summaries by Jan 2. She’d been unable to arrange interviews with candidate between Christmas and New Years Day. On Jan 1, she interviewed candidates in a restaurant sitting in a booth for hours as candidates drifted in. The candidate summaries were on the hiring manager’s desk the next day. The finalist was hired in January.

Networking Myths

Myth No. 4: “Even if an employer has an opening, the hiring manager won’t have time to meet with you”

The interviewing process can be slower during the holidays because of the number of days people are out of the office. But, as Susie Basanda says, the process “WILL SLOW DOWN BUT NOT STOP”.

Again. Flexibility is key. Because hiring managers are in and out of town and there are so many parties and other holiday activities, you may have to visit a company as many as 3 or 4 times to meet all the players involved in the hiring process.

Networking Myths

Myth No. 5: “You’ll have a better chance if you wait until the 1st of the year”

If employers have a need, they don’t care whether it’s January or December.

Hiring isn’t focused on the time of year, It’s focused on NEED says Keith Mills, VP for Aaron’s Automotive in Springfield, MO.

His company’s budgetary preference is to interview in December and hire in January. During the holidays, job candidates need to make sure they’ll be available. “The thought that someone will come in on Christmas Eve if need be really shows something about him or her”, he says.

Print this page for 'test' at end of discussion:



Job Hunting Thought

Every day in Africa a gazelle wakes up
it knows it must run faster than the fastest lion
if it is to survive.

Every day in Africa a lion wakes up,
it knows it must run faster than the slowest gazelle
if it is to survive.

It doesn't matter if you consider yourself to be a gazelle or a
lion, but when the sun comes up

“ YOU BETTER BE RUNNING “ . . .