Senior Government Leader Transition
You have experienced a distinguished career working as a senior leader in a Federal or State Government environment. You have:

- achieved important and influential public leadership roles
- developed administrative and decision making expertise
- expanded your executive knowledge and abilities
- developed a skill set for success in the public sector

While transitioning from government in the past,

options open to you included becoming a lobbyist and working the “Hill”, or being a consultant in a government funded or a non-profit organization.

In these roles you were able to assist the entity you joined win contracts, navigate the maize of government regulations, policies and procedures, and contribute in a significant way to the enhancement of that organization.
Today these avenues are increasingly limited and fiscally restricted. The scope of these past opportunities has diminished rapidly, due to fiscal constraints on the U.S. economy and international influences.

Your counterparts in the private sector have received a variety of outplacement benefits including job search seminars and coaching, individual coaching, and access to proprietary research and resources to facilitate their move from one company to another.

Senior government employees are rarely offered these services. Government leaders work diligently throughout their careers. Leaving the government they discover they must work earnestly to understand the private job market and master the executive search process to make their desired career in the private sector become a reality. This is a difficult learning curve.
These employees discover that most information sources found on the world-wide-web or other common sources are often applicable to lower level employees. At the senior level, plans must be re-designed to ensure a successful career transition.

A successful transition must be well-planned and address the following issues: questions:

• “How do I know what my value is to the non-defense sector?”
• “Which of my skills confirm my value-add?”
• “How do I gain knowledge of their thought process?”
• “How do I convince them to overcome false assumptions?”
• “How do I communicate my value proposition?”

In many situations the interviewer will have a pre-conceived idea about those who have worked in the public sector environment. The interviewer is often under the false assumption that you have spent your career in government and you have never managed a P&L so how can you relate to their organization?
They may not appreciate or grasp skills you possess that are transferable to their company. They need to believe that you will contribute to their top or bottom line. They want to understand what you can do for them to help them achieve their company goals.

In today's competitive private sector it is your responsibility to convince the private sector of your value and cast aside any generalizations on their part. This requires an understanding of how to develop and communicate your value-added proposition.

The main job search strategy focus for you is to answer this question. “Why should they hire me over the many other qualified candidates they are seeing who already have experience in the private sector?”
Stewart, Cooper & Coon conducts in-person and online seminars and workshops for leaders transitioning from Government or Public Administration Service. Our in-person seminars are small, intimate gatherings, specifically designed to provide each senior leader who participates with a personal discovery and coaching experience. The coaching is delivered by our team of career experts with extensive experience in career transition. They have coached and managed thousands of senior executives on their employment, job search and career transition issues for nearly two decades.

For more information on our Government Leader Transition Seminars and Online-Webinars please call 480-245-5904 or email fcoon@stewartcoopercoon.com.