



# **A Guide to** **Navigating the** **Great Reshuffling**

With the help of three executive recruiters, we built this guide to help senior-level executives understand 2022's trends in executive hiring, recognize their power in the talent market, and find their new role (or transition to a new function).

# INTRODUCTION

The Great Reshuffling is a real-life phenomenon affecting job seekers and recruiters alike. Job seekers are leaving their old employers behind in search of positions that satisfy their profession, purpose, and passion. And with the demand for talent at an all-time high, recruiters and hiring companies are getting creative and shifting their tried-and-true strategies for something new.

For aspiring and current senior-level executives, this is equally true. Several trends have appeared in recent months that job seekers should pay close attention to, including:

- 1 Hiring companies are getting more creative.** Now, more than ever, the spotlight is on the best talent for a given position, with less focus on experience in a specific industry.
- 2 The demand for quality talent is at an all-time high.** In this moment, job seekers hold a lot of power – and they can use it by focusing on companies that quickly and effectively make hiring decisions.
- 3 Organizations are shifting their strategies for diverse slates.** As more organizations emphasize the importance of diversity in the workplace, recruiters are changing the way they approach underrepresented candidates: by evolving the definition of qualified and providing additional training or internal support.
- 4 HR, sales, and marketing skills are in high demand.** Companies in the growth ecosystem are hiring Human Resources and Head of Talent Acquisition earlier in the company lifecycle. And candidates in sales and marketing roles are jumping levels more quickly than usual.

With the help of three experts—Joanne Rencher, Founder and CEO at Joanne Rencher & Associates; Portia Raphael, Senior Director, Onsite Talent Center of Excellence at Insight Partners; and Robin Erickson, Vice President, Human Capital at The Conference Board, who all contributed to our February CxO Session: [Hot Trends in Executive Hiring 2022](#)—we've put together this guide to help you better navigate these trends for a more fulfilling career.

From staying connected to your network to making the most of your resume, this guide will walk you through the new landscape of executive hiring (and help you make it through to the other side).

**Let's get started.**



## TIP #1: STAY CONNECTED TO YOUR NETWORK

*“A lot of people only activate their networks when they’re looking for something or when they have a sense of urgency. But the truth is, you should constantly be engaged with the folks that are in your orbit.”*



Joanne Rencher

Our first piece of advice? Stay connected to your network, even when you don’t need anything.

Most people only activate their network when they need something, or when they feel a sudden sense of urgency. Instead, you should be constantly engaging with your network, building relationships where you can, and giving as good as you get. By doing so, you open yourself up to potentially vital connections and set yourself up for success when you start looking for a Board or full-time role.



## TIP #2: DON’T BE AFRAID TO BE A TRENDSETTER

*“Make your own trends. Don’t be scared to go for what you want.”*



Portia Raphael

While it’s a good idea to keep yourself in the know around general hiring and talent trends, you’ll want to find ways to stand out from the crowd.

By becoming a trendsetter in your own right, you’ll be able to craft the career that you want. Don’t be afraid to create a trend that works for you, build your own network, and stay true to your own goals and aspirations—that will be the best way to be at the center of your own career.



## TIP #3: BE CLEAR ABOUT YOUR RELEVANT EXPERIENCE

*“Recruiters aren’t spending that much time with each resume. So for people who want to shift industries, think about using a functional resume.”*



Robin Erickson

If you’re looking to shift from one industry to another, be clear about the relevance of your prior experience. By painting a well-defined picture that demonstrates your capability and how qualified you are to step into a new function, you’ll make a recruiter’s job a lot easier.

One way to do this is by **creating a resume ordered by function instead of chronology**. If you can find a way to bucket your relevant skills, you can make the most of a recruiter’s limited time, and point them to where they need to go.

### CLARA ROSSI

Chief Executive Officer

CONTACT INFO	<p style="font-size: x-small; margin: 0;">Email: clara.rossi@gmail.com</p> <p style="font-size: x-small; margin: 0;">Phone: 718.555.1234</p> <p style="font-size: x-small; margin: 0;">LinkedIn: linkedin.com/in/clara_rossi</p>
EXPERIENCE	<p style="font-size: x-small; margin: 0;"><b>CEO &amp; President</b> THE FHZ Group, New York, NY January 2015–January 2018</p> <p style="font-size: x-small; margin: 0;"><b>Head Manager</b> Queens Retail Operation, Long Island City, NY April 2016–May 2019</p> <p style="font-size: x-small; margin: 0;"><b>CEO &amp; President</b> THE FHZ Group, New York, NY April 2016–May 2019</p>
EDUCATION	<p style="font-size: x-small; margin: 0;"><b>MBA / Master of Business Administration (International Management)</b> The New York Institute of Technology School of Management, New York, NY 2016</p> <p style="font-size: x-small; margin: 0;"><b>Bachelor of Science in International Business</b> Manhattan College O’Malley School of Business, New York, NY 2014</p>
AWARDS	<p style="font-size: x-small; margin: 0;">2018 New York City Development Council “40 Under 40” Award</p> <p style="font-size: x-small; margin: 0;">2017 Finance Monthly CEO Awards, April 2017</p>
RESUME INTRODUCTION	<ul style="list-style-type: none"> <li>Effectively managed team of over 270 employees in 12 locations in 3 countries.</li> <li>Oversaw executive leadership, company training, and public relations with media.</li> <li>Developed intensive, ambitious business strategies, short-term goals, and long-term objectives.</li> <li>Spearheaded overhaul of various underperforming departments to reduce stagnation and increase growth and productivity.</li> <li>Fostered change in company culture to be more open, transparent, and accountable.</li> <li>Increased revenue by over 250% in a 3-year timespan.</li> </ul>
SKILLS	<ul style="list-style-type: none"> <li>Results-driven chief executive officer with over 4 years experience leading and increasing growth in small and medium businesses. NYIT MBA recipient, NYCDC “40 Under 40” award winner, and unparalleled increase in company revenue (250% over 3 years). Seeking to lead and grow alongside Jasper Genomics as the next CEO and president.</li> <li>Led team of 50 employees in a busy retail research and analysis firm.</li> <li>Oversaw the day-to-day operations, including meeting with team leaders and auditing activity.</li> <li>Implemented the push towards Artificial Intelligence and Machine Learning to aid in exponentially larger analysis tasks able to be completed.</li> <li>Ensured company was meeting all legal requirements and local regulations.</li> <li>Pushed for constant growth among management team and general staff, alike.</li> <li>Increased client database by 20% in 1 year, which grew net profits by 35%.</li> <li>Led team of 50 employees in a busy retail research and analysis firm.</li> <li>Oversaw the day-to-day operations, including meeting with team leaders and auditing activity.</li> <li>Implemented the push towards Artificial Intelligence and Machine Learning to aid in exponentially larger analysis tasks able to be completed.</li> <li>Ensured company was meeting all legal requirements and local regulations.</li> <li>Pushed for constant growth among management team and general staff, alike.</li> <li>Increased client database by 20% in 1 year, which grew net profits by 35%.</li> <li>Led team of 50 employees in a busy retail research and analysis firm.</li> <li>Oversaw the day-to-day operations, including meeting with team leaders and auditing activity.</li> </ul>

Another way to do this—whether you’re looking to make a big transition or not—is to ensure your resume is in the best shape possible. We’ve also created [this guide](#) to help you enhance your digital resume.

The best resumes and profiles answer four questions:

- 1 Who am I?
- 2 What am I passionate about?
- 3 Why am I passionate about it?
- 4 Why should others care?

Doing so is an easy way to help you stand out—not just your experience, but who you are as a person.



### TIP #4: DON'T VIEW YOUR NON-TRADITIONAL BACKGROUND AS A DEFICIT

*“Don’t assume your lack of experience is a deficit. Come in with confidence in the experience you do have. Make it clear how what you’ve done is not only relevant to the position, but valuable for the team.”*



Portia Raphael

If you have a non-traditional background, it’s likely more valuable than you think.

By approaching your experience as a deficit, you’re selling yourself short—whether it’s via your resume or during a call with a recruiter. If you present your experience with confidence by framing your unique experiences as valuable to the role and the organization, you are more likely to demonstrate to a recruiter how value-additive your background truly is.

When mapping out your experience, view it from the lens of what you have done and where you’ve been successful. If, for example, you were previously in a position with the military, you can map out certain experiences and skills to the position you’re looking for, whether it’s Vice President of Sales or something else. Focus on those transferable skills, whether it’s relationship building or a specific competency.



We hope this guide provided some valuable guidance for navigating the Great Reshuffling and stepping into a new role or career.

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Still have questions? Don't hesitate to reach out to us ([support@aboveboard.com](mailto:support@aboveboard.com)).