



# Transition Training

# Transition Training

Ranger Transition Training consists of four one-hour virtual classes conducted weekly on the first through fourth Tuesdays of each month from 4-5 pm ET.

\*\*\*There will be no class during the months of July and December.



## **Week 1: Planning for Transition & Week 2: VA Integration & Claims Submission**

Tony Mayne.

- 9 years in Ranger Regiment, 12+ years in SOF
- Ranger for Life concept developer
- Ranger Outreach Center



## **Week 3: Employment from the Employer-side of the Desk**

William "Bill" Kieffer.

- Army Logistic Officer
- Talent Management Professional for Fortune 500 companies
- The Honor Foundation and Why Institute



## **Week 4: Plan to Succeed Financial Coaching**

Adam Stalnaker.

- 20+ years in the business and finance industries
- Co-founder of Rockport Wealth Advisors
- Develops military-focused financial training courses

You can join us for training as often as you would like. Our program is designed for you.

# Ranger for Life

RANGER  
FOR LIFE

[HOME](#)

[ACTIVE DUTY](#)

[TRANSITIONING](#)

[ALUMNI](#)

[COMMUNITY](#)



**Living the Ranger Creed in support of past, present,  
and future 75th Ranger Regiment Rangers and  
family members. RLTW!**

# The Rock at St. Luke

- 1022 2nd Avenue
- Appointments - [LINK](#)
- **Supporting Organization**
  - Three Rangers Foundation
  - GallantFew
  - Ranger Organizations and Associations
  - Cru Military
  - St. Luke United Methodist Church
- **St. Luke Military Ministry**
  - Quarterly marriage enrichment workshops
  - Family and Children programs
  - Counseling triage and referrals





# Transition Training

## Week One: Timeline and Networking

# Week One Focus

1. Timeline
2. Build Your Transition Team
3. Job Descriptions
4. Resumes
5. LinkedIn



# ETS TRANSITION ROADMAP



Networking



Continuing  
Education /  
Employment



VA Integration &  
Health Care



Financial  
Literacy



Holistic Strength  
Training

SP

## PLANNING & PREPARATION

*Active Duty*

Objective: Reduce the transition clutter

### Key Tasks



Take a Ranger Investment Planning assessment



Confirm college credits with Battalion Education Counselors  
Register with ArmyIgnitED.com and Joint Special Operations University Degree completion



Ranger for Life symposiums  
Attend Chaplain Single Soldier events or Strong Bonds marriage retreats and dinners  
Attend an Operation Healing Forces retreat



Join the Global SOF Foundation - FREE

CP1

## PROCESS

*ETS-18 months*

Objective: Understanding of tools for a successful transition and building a transition team

### Key Tasks



DoD -TAP Pre-separation counseling  
Meet with a Ranger Transition Counselor  
Receive mentors from Three Rangers Foundation  
Enroll in Ranger Transition Training  
Apply to The Honor Foundation, SOTF, American Dream U Sprint Course



Determine income, health care, and insurances requirements



Verify USSOCOM Warrior Care Program (Care Coalition) eligibility

CP2

## DECISION

*ETS- 12 to 10 months*

Objective: Gaining confidence in personal transition plan

### Key Tasks



Complete 5-day DoD TAP and elective workshops  
Make an Army Critical Skills Program (CSP) or Care Coalition fellowship decision



Get LinkedIn's one-year free Premium access



Request medical records for initial VA disability claim  
Identify a Veterans Service Officer for VA claims submission



Connect with Service to School and/or Military Assistance Foundation

CP3

## PROFICIENCY

*ETS- 10 to 6 months*

Objectives: Acceptance to the school of choice and bridge gap between military and experience

### Key Tasks



Apply to Warrior-Scholars Project  
Apply to college/graduate school  
Apply for scholarships



Attend a Hire Our Heroes job fair  
Continuing education certification(s) with Institute for Veterans and Military Families

CP4

## REHEARSAL

*ETS- 6 months*

Objective: Experience the impacts of transition decisions

### Key Tasks:



Start transition fellowship



Submit Veterans Affairs disability claim  
Apply for VA Health Care  
Apply for TriCare  
BENEFEDS vision and dental



Apply for Life Insurance

FP

**RANGER  
FOR LIFE**

*Veteran*

Objective: Mentor the next generation of Ranger veterans

### Key Tasks:



Visit local state and federal VA Regional Office and Vet Center  
Join Wounded Warrior Project

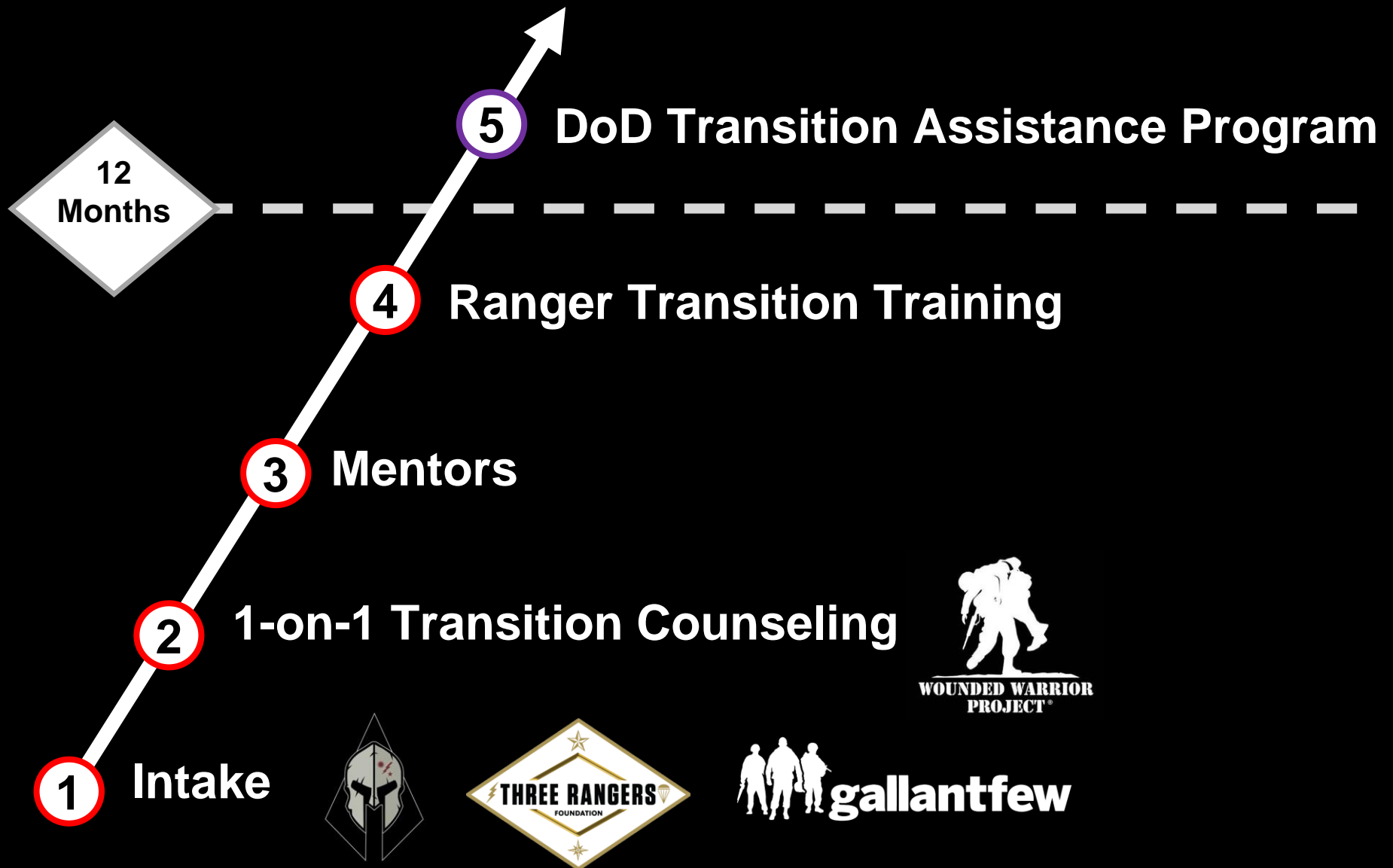


Become a Ranger for Life mentor with Three Rangers Foundation



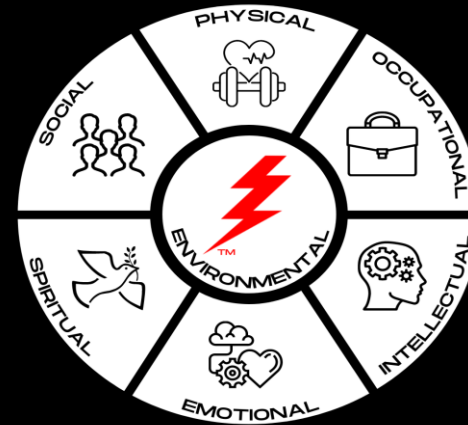
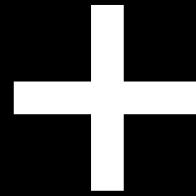
Attend a local Ranger breakfast on the 1<sup>st</sup> Saturday of each month  
Participate with a military or civilian civic organization or association  
**Live the Ranger Creed**

# Supporting the Transition Process





# Transition is a Team Sport



## Coaches

### In House

- Phalanx
- Human Resources
- Education Counselors
- Cognitive Coaches

### RFL Team

- Ranger Mentors
- Human Resources
- Veteran Service Officers
- Financial Professionals
- Mental Performance

# Warriors to Work

## Determine Opportunities

- Career counseling
- Job placement opportunities
- Resume writing assistance
- Interview preparation
- Tools and education for salary negotiation
- Networking opportunities
- <https://www.woundedwarriorproject.org/programs/warriors-to-work>





OPINION - CNBC WORK

# How to get a job often comes down to one elite personal asset, and many people still don't realize it

PUBLISHED FRI, DEC 27 2019 10:33 AM EST | UPDATED FRI, FEB 14 2020 1:08 PM EST

Julia Freeland Fisher, director of education research at the Clayton Christensen Institute

WATCH LIVE

## KEY POINTS

- Research shows that 70% of all jobs are not published publicly on jobs sites and as much as 80% of jobs are filled through personal and professional connections.
- In a dramatically shifting labor market, the importance of networks in having a successful career only stands to grow.
- LinkedIn CEO Jeff Weiner has dubbed this the “network gap.”

## What Does It Cost to Hire an Employee?



**Eduardo Vasconcellos**

Business News Daily Contributing Writer  
Updated Aug 17, 2022

Hiring the right employee can be a complex process, but if you know what to look for and when to bring in the right kind of help, you can easily find and onboard new talent.

- The average cost of hiring an employee is around \$4,000, but it varies by role.
- Hiring a new employee involves multiple resources across the recruiting, interviewing, onboarding and training stages.
- There are multiple ways to reduce the cost of hiring an employee, but the best resource is to improve employee retention and keep turnover low.

## Typical costs of hiring employees

Here is a short list of factors that can impact the costs of recruiting, hiring and onboarding a new employee:

- HR team
- External recruiters
- Job posting
- Candidate screening
- Background checks
- Compensation
- Training
- Corporate equipment and credentials
- Referrals

# Rules of the Game

- **People**

- **YOU – build a network**
- **Network – unlimited potential**
- **Talent Management / Human Resources**

- **Processes**

- **Informal**
- **Formal**
- **Cost – businesses want to reduce cost**

- **Opportunity**

- **Mindset – YOU are the commodity**
- **Business Development – for YOU, for your business**

# **Tools of Employment**

- **Job Descriptions**

- documents essential job functions and the skills, knowledge, abilities and other characteristics needed for satisfactory performance of the job.

- **Resume**

- provides a summary of your experiences, abilities, skills, as well as accomplishments.

- **LinkedIn**

- summarize your professional experience to your connections, current, and future employers, and recruiters while showcasing your professional life, milestones, skills and interests.



# **Job Descriptions are...**

- **The “Asker”**

- **Essential job functions = Work to be done documents**
- **Skills = Requirements**
- **Knowledge = Background understanding**
- **Abilities = Skill in an area**
- **Other characteristics = Expectations**

- **A Human Resources tool**


- **Expectation of a job opening, not a requirement**
- **Crafted for the business to “win” in recruiting**
- **Winning = finding the right candidate at the right price**




- **Insight to expectations across an industry**

- **Resource across your job search – networking, resume creation, and LinkedIn**

# National Service Officer

Apply

 Colorado Springs, CO  
Dallas, TX / Field  
Houston, TX  
Phoenix, AZ

 Full time  
 Posted Yesterday  
 R13084

Great benefits. Competitive pay. We know these are some of the things people look for in a job.

But if you're the kind of person who also cares about making an impact and serving our nation's wounded warriors and their families, then you're exactly the kind of person we're looking for. When you join Wounded Warrior Project, you're committing to making a difference. We make a commitment to you too – helping you to find that spark, ignite your passion to serve, and embark on a career with meaning and purpose.

At Wounded Warrior Project we recognize our mission cannot be accomplished without our talented teammates, which is why we're proud to offer benefits such as:

- A flexible hybrid work schedule (3 days in office, 2 days' work from home)
- Full medical, dental and vision coverage for both teammates AND family members
- Competitive pay and performance incentives
- A fun, mission focused and collaborative team environment

*A mission that matters is just the beginning, so if you're ready to get started, we're ready for you.*

The Wounded Warrior Project (WWP) National Service Officer (NSO) educates and advocates for warriors and their families as they pursue claims for injuries sustained during activity duty military service. The NSO guides and manages the preparation and processing of all claims and subsequent appeals through the Department of Defense (DoD) and Department of Veterans Affairs (DVA).

## DUTIES & RESPONSIBILITIES

- Develop relationships with DoD & DVA leadership to ensure timely and professional care and treatment of warriors and their families.
- Represent veterans and their families before the DoD and DVA.
- Prepare briefs for pending appeals located at the local VA Regional Office level.
- Identify and review administrative errors and other documents for consideration for submission to Central Office.
- Remain current with all VA and DoD laws, regulations, and benefits.
- Maintain and update WWP case management electronic tracking systems.
- Develop community support and to speak on behalf of WWP.
- Assist in collaborative efforts to support WWP programs.
- Develop relationships to foster engagement with warriors and caregivers with WWP programs.
- Maintain Veterans Service Organization accreditation standards set forth by the VA Office of General Counsel (OGC) and complete assigned training courses.
- Other duties as assigned.

## KNOWLEDGE, SKILLS, & ABILITIES

- Working understanding and application of relevant DoD and DVA laws and regulations when researching, filing, and closing benefits claims.
- Working knowledge of all VBA electronic systems, including appeals.
- Basic experience utilizing case management system(s).
- Demonstrated organizational and time management skills and ability to prioritize effectively and handle multiple priorities with tight deadlines.
- Strong written and oral communications skills.
- Working ability to interact, collaborate, and operate effectively with government agencies, e.g., DoD, DVA, BVA, and internally with WWP teammates, e.g., Benefits Services team, and establish and maintain professional relationships.
- Effective interpersonal and relationship building skills. Demonstrated understanding of relationship management and partnering. Demonstrated ability to develop and maintain professional relationships and create a diverse network of resources.
- Effective presentation skills. Confident communicator, with demonstrated ability to present information effectively, facilitate discussion, and serve as a strong effective representative of WWP.
- Professional presence & demeanor. Demonstrated emotional intelligence. Ability to respond to sensitive matters with diplomacy and empathy.
- Ability to take initiative, multi-task, work independently, and work well under pressure. Demonstrated strong attention to detail in a fast-paced environment.
- Demonstrated proficiency using Microsoft Office programs, e.g., Word, Excel, PowerPoint.
- Highly motivated, passionate, and creative team player with demonstrated commitment to the organization.
- Unequivocal commitment to the highest standards of personal and business ethics and conduct.
- Mission-driven, guided by core values, and a pleasure to work with.

## EXPERIENCE

### Requirements

- Two years of experience as a veteran's benefits advocate. Equivalent VA or military benefits related experience may be considered in lieu of advocate experience.
- Juris Doctorate may be substituted for the two years of experience as a veteran's benefits advocate.

### Preferences

- Three years of experience as a veteran's benefits advocate.

## EDUCATION

### Requirements

- Bachelor's degree. Equivalent combination of education, experience, training, and certification may be considered in lieu of degree.

### Preferences

- Juris Doctorate.

## CERTIFICATIONS & LICENSURE

### Requirements

- Valid state-issued driver's license.

## WORK ENVIRONMENT/PHYSICAL DEMANDS

- General office environment; temperature controlled.
- Up to 20% travel.

We recognize the success of our mission depends on the efforts of our passionate, hard-working teammates. To help teammates remain focused on the warriors and families we serve, WWP offers a comprehensive benefits package that includes: Medical/Prescription drug, Dental, Vision, Life/AD&D, Short-term Disability, Long-term Disability, and an Employee Assistance Program. WWP also offers a 401(k) retirement plan, a competitive PTO package, Sick Leave, Family Care Leave, Paid Holidays, Birthday Holiday, Education Assistance, and Bereavement Leave.

For Colorado Applicants: The estimated hiring range for this position is between \$51,200 - \$76,800 annual base salary, subject to a candidate's combination of experience, qualifications, and credentials. This position may also be eligible for an annual performance incentive.

\*ca-cw

Wounded Warrior Project® is an equal opportunity employer committed to providing equal employment opportunity to all persons without regard to race, color, religion, national origin, gender, gender identity, sexual orientation, marital status, citizenship, age, veteran or military status, disability, genetic information, or any other characteristic protected by law.

*Please note:*

Wounded Warrior Project is not seeking assistance or accepting unsolicited resumes from search firms without a written search agreement in place. All resumes submitted by search firms to any employee at Wounded Warrior Project via email, the Internet or directly to hiring managers at Wounded Warrior Project in any form without a valid written search agreement in place will be deemed the sole property of Wounded Warrior Project, and no fee will be paid in the event the candidate is hired by Wounded Warrior Project as a result of the referral or through other means."



# **Job Description next steps**

- **Company Websites**
  - **Posted**
  - **Contact**
  - **Third Party link**
- **Networking**
  - **Ask your mentors**
  - **Confirm the work you desire is the work you want**

# Resumes are...

- **An (not the) Answer to the “Asker”**

Your experiences showing alignment with the following:

- **Essential job functions = Work to be done documents**
- **Skills = Requirements**
- **Knowledge = Background understanding**
- **Abilities = Skill in an area**
- **Other characteristics = Expectations**

- **A Human Resource tool**

- **Regardless of networking, it is an expectation**
- **Automated**
- **Basis for your interview**
- **Basis for salary negotiation**

- **Worth the Time**

- **Expectation of HR**
- **Interview prep**
- **Foundation of LinkedIn profile**
- **Because you never know**

# Resume 101

- **Recruiters initially spend an average of only 7.4 seconds viewing each resume.**
- **ATS Computerized sifting**
  - Keywords scan in 1.5 seconds
  - Font: Use either Arial or Cambria
  - Size: 11 pt. for most text, 13 for bolded headers, but Your Name BIG
  - Columns: Use only ONE column
  - No charts or graphics
  - Use keywords from the job post
  - One page for employment
- **Recruiters are drawn to resumes that have simple layouts, clear sections, bolded heading titles, with bulleted accomplishments.**

# **Resume Components**

**1 – Contact Information**

**2 – Summary Statement**

**3 – Skills & Tools\***

**4 – Experience\***

**5 – Education\***

Order of 3 thru 5 depends on purpose of resume – employment, education, or other.

# Nancy Gillette

Santa Monica, CA | 310.751-XXXX

Nancy@DGroupConsulting.com | linkedin.com/in/nancy-gillette

## » SUMMARY

**Leadership Consultant, Educator, Executive Coach, SME, Curriculum Developer, Author and Speaker.**

Experience includes over 30 years of engaged experience with public, private, government, non-profit and military organizations on five continents. Expertise is in developing communication and leadership skills, including education and development, across both group and one-on-one learning environments.

## » SKILLS & TOOLS

**Curriculum Development and Administration:** AFAA Board, NBFE Board, Director of Continuing Education

**Facilitation:** One-on-one Coaching, Small and Large Group Facilitator

**Spiritual Formation & Development:** Stand-alone Classes or Events, Weekly Study Groups, On-going Monthly Gatherings, Quarterly Retreats, Annual Refreshers

**Teaching Formats:** Remote, On-Site, Hybrid

**Tools:** Zoom, MS Teams, Adobe Connect, Outlook, PowerPoint

**Assessment Tools:** 360 DISC by Wiley Certification, Strengths Questionnaire, Communication Skill Sets

## » EXPERIENCE

### D Group Consulting Services

*Managing Partner / Consultant / Executive Coach / Curriculum Developer*

Remote / Jacksonville, FL

2017 – Present

- Administrator for NAVSUP Leadership Skills contract, coordinated over 350 one-on-one coaching sessions in 7 time zones worldwide, while concurrently delivering executive coaching to GS 14 and 15 Leaders to drive excellence in personal and team building skills centered around compassion, trust, and focus.
- Consultant/Curriculum Developer for Communication and Leadership Group Courses, including contracts with NASA (Edwards AFB), Department of the Treasury (DC), NAVFAC -Midlant (VA), and the Dept. of the Navy. Developed educational content for both on-site and remote presentations.

### AFAA International Fitness & Health Educational Organization

*Educational Board, Curriculum Development, Director of Continuing Education*

Sherman Oaks, CA

1983 – 2015

- One of 6 founders of this organization which grew to be 100,000 members in 75 countries. Offered 3,500 annual seminars/workshops. Co-wrote Standards and Guidelines, Certifications, and Continuing Education programs.

*V.P. International Division, Speaker and Trainer, Leader*

- SME in health and fitness, youth and aging. Hired, trained and staffed 1,500 presenter consultants.
- Conference speaker on 4 continents. Coordinated events ranging from 20 to 3,000 attendees.

## » EDUCATION

### University of Southern California

*Master of Arts: Adapted Physical Education*

*Two K-12 California State Teaching Credentials*

*Bachelor of Arts: Education | Major: Physical Education, Minor: Math*

Los Angeles, CA

### Fuller Theological Seminary

*Completed courses in Psychology/Counseling Studies*

Pasadena, CA

- Use given first and last name.
- Write this section last.
- **K** = Knowledge for the job function
- **S** = Skills for job responsibilities
- **A** = Abilities to perform job duties
- Last 10 years only
- List work related to the specific job that you are applying for.
- 2-4 ROI / achievement-based bullets
- Think civilian, not a military task to begin bullets
- Past tense for past jobs, and the present tense for current job.
- List the college/school attended, degree awarded, major field of study, and city and state.
- Order schools based on the job requirement, generally chronologically.
- Include licenses, certificates, or continuing education studies if relevant.

# **LinkedIn Profiles are...**

- **Your Brand - Business Development**
  - Reflects your industry desires within your career
  - Modeled after your resume
  - Answers defined and undefined “askers”
  - Research tool
  - Recruiters
  - Free Premium access for 1-year for Veterans & Spouses
- **Ranger Connection Tool**
  - Ranger Mentor research
  - Groups
    - 75th Ranger Regiment
    - US Army Rangers
    - 75th Ranger MBAs





# Climb Mountains



**Yuma Barnett** · 1st

Owner of Barnett Multimedia | Leading With Vulnerability Podcast Host | Storyteller | Retired 75th Ranger

Columbus, Georgia, United States · [Contact info](#)

500+ [connections](#)



478 mutual connections: Joshua Atkinson PMP, LSSGB, PROSCI, DML, Karl Monger, and 476 others

[Message](#)

[More](#)



Barnett Multimedia



University of Charleston

Providing services

Commercial Photography, Corporate Photography, Event Photography, Videography, Wedding Photography, Vid...

[See all details](#)

## Highlights



### You both worked at US Army

You both worked at US Army from January 2014 to October 2016

Message



### 3 mutual groups

You and Yuma are both in ACP Connects, US Army Rangers, and 1 other

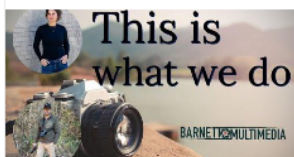
## About

My "Why" - To develop others into the best versions of themselves. So that together we leave a legacy of impact.

I felt the call to service straight out of high school. I have been fortunate enough to serve all my military career with the storied 75th Ranger Regiment. I remember watching the twin towers fall on 9/11, I was in my barracks r ...see more

## Featured

Link



**This is what we do | Barnett Multimedia | Business links in...**  
YouTube

Hello! Welcome to Barnett Multimedia. We are a full-service media provider. Look no further if you are searching for a wedding photographer/videographer,...

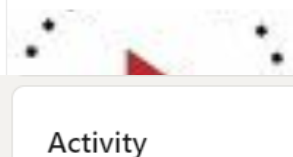
Link



**Leading With Vulnerability Podcast - YouTube and Podcas...**  
youtube.com

Leading with Vulnerability video podcast. Stories of perseverance, loss, hardship, love, and leadership. We are at our best when we are vulnerable. Leadership is Vulnerability.

Link



## Activity

1,604 followers

Yuma Barnett posted this • 5d

All I can say is thank you. Thank you, [Nick Devlin](#), for sharing your story so openly.

...show more



**Nick Devlin boldly shares his story. Divorce, PTSD, Suicidal Ideations, Happiness, and Purpose**

youtube.com



5

Yuma Barnett posted this • 1w

I have always been in awe of what our helicopter pilots are capable of doing.

...show more



**Do you want fly helicopters? Then listen to this.**

youtube.com



14

1 comment

Show all activity →

## Experience



### Owner

Barnett Multimedia · Full-time

Feb 2022 - Present · 10 mos

Columbus, Georgia, United States

Barnett Multimedia offers a wide range of photography, videography, livestreaming, and custom art solutions.

Our services include wedding photography and videography. Event livestreaming for weddings, corporate events, and funerals\*. Product photography or videography in the studio or on location. Video production for Google and YouTube ads. Documentary-style video production for a family reunion, wedding, birthday, and other events. Videos can be live or scripted.

Family photography is available on our scenic 25 acres in Harris County, Georgia. The property has two ponds, an old red barn, green fields, and various trees offering beautiful backdrops for family photos or portrait photography.

Kate Barnett can paint custom pieces of art. A custom painting of a childhood home or a favorite view makes an excellent gift.

If you require a photography, videography, or creative solution, consider Barnett Multimedia.

\*livestream requires internet or reliable cellular service.



Yuma Barnett



Ranger Regiment created RFL to prime Rangers for continued success in all their...

## Education



**University of Charleston**

Bachelor of Science - BS, Organizational Leadership

May 2020 - Oct 2021

## Volunteering



**Youth Sports Coach and Board Member**

Harris County Recreation Department

Jul 2019 - Present · 3 yrs 5 mos

Children

Volunteer youth football coach and board member. Helping the next generation understand the importance of teamwork, sportsmanship, and work ethic.

## Skills

### Training



Endorsed by Dave Taylor who is highly skilled at this



Endorsed by Josh Walker and 5 other mutual connections



12 endorsements

Endorse

## Recommendations

[Recommend Yuma](#)

Received

Given



**Chris Norris** · 2nd

Cognitive Fitness Coach | Meditation Teacher | Wellness Enthusiast | Presenter | Social Work Student | Navy Chief (Ret.) [📍](#)

April 8, 2021, Chris and Yuma studied together

Yuma is a solid, genuine, hardworking professional that has an innate ability to foster professional relationships that foster trust while working toward mutual goals. He has a social depth and transparency that breeds connection. He is as comfortable in a suit delivering a keynote address, as he is in shorts and ball cap delivering family friendly vlog content. It was an honor to be in a transitional program for Special t ...see more



**Raye Perez** · 1st

Strategy + Growth Design | Facilitator + Trainer | Value Alignment | Goal Development | Behavioral Economics | Culture Design | CX | Customer Experience | Partnerships | Brand Collaboration | Veteran | Veteran Advocate | April 7, 2021, Raye worked with Yuma but on different teams

Yuma is down right biased for action with zero excuses to getting something done.

Yuma does not stay married to a plan, he stays dedicated to the people and effects the organization NEEDS.

...see more

## Interests

Top Voices

Companies

Groups

Schools



**Simon Sinek** [in](#) · 3rd

Optimist and Author at Simon Sinek Inc.

6,399,783 followers

+ Follow

# Week One Recap

1. Timeline
2. Build Your Transition Team
3. Job Descriptions
4. Resumes
5. LinkedIn



# Next Week

## Week Two: VA Integration & Claims Submission

- Three departments of the Federal VA
- Two departments of State VAs
- VA Claim Submission Timeline
- Selecting a Veteran Service Officer
- Enrolling in VA Health Care
- Maximizing VA Benefits

**Contact Tony Mayne at [tony@gallantfew.org](mailto:tony@gallantfew.org) or via LinkedIn.**