



# 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.

Seasoned professionals Tony Mayne, William "Bill" Kieffer, and Adam Stalnaker are ready to assist you in your transition.

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

Week One: Planning for Transition

Week Two: VA Integration and Claims Submission

Week Three: Employment from the Employer-side of the Desk

Week Four: Plan to Succeed Financial Coaching

# Transition Training



## **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

# The Ranger Outreach Center

- 1022 2nd Avenue
- Appointments
- **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



# **EMPLOYER PERSPECTIVE**

## **On**

# **Common Transition Concerns**

*October 2022*



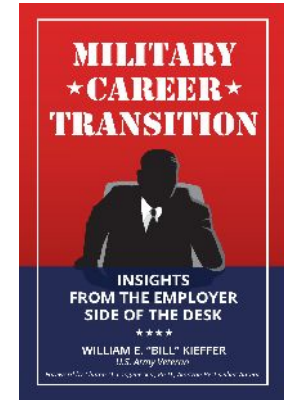
*William E. "Bill" Kieffer*



*President & Chief Advisor*



**William E. "Bill" Kieffer**



*Author*

## Veteran Career Transition, Hiring & Employment

Coaching/Advising Individuals & Employers to close the culture gap



## Executive / Leadership Coaching

Improving current performance and preparing for future success

## Professional Speaking & Facilitation

TEDx - "Investing in The Middle"  
Keynotes  
Breakouts

## Strategic Talent Management

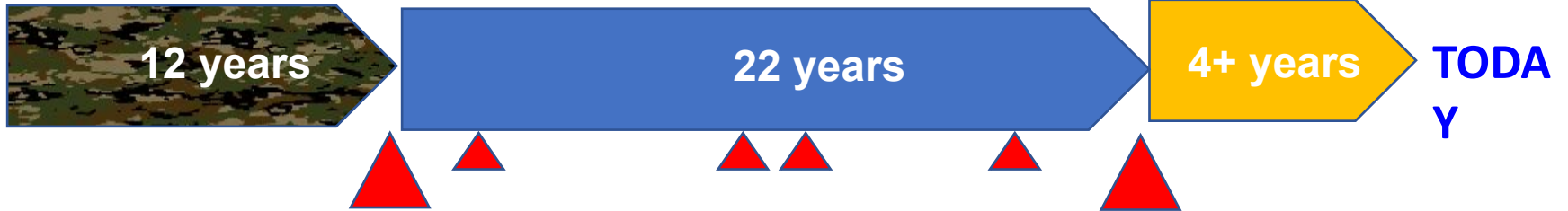
Ensuring talent capability to execute business strategies

# I've been down this road ...

## U.S. Army Officer

## HR / Talent Management Executive

## Entrepreneur



7<sup>th</sup> ID (L)  
10<sup>th</sup> MTN Div  
CASCOM/ALMC  
Recruiting Command

Ottawa County Economic Development  
BAX Global / DB Schenker  
The Douglas Company  
Dana Inc.  
Amcor Rigid Plastics

Kieffer & Associates LTD



*Ranging from local government to multi-billion dollar, global Fortune 500's with 30,000+ people*

= Transition

*45 minutes of no-BS insights from the employer side of the desk focused on the most common questions and concerns I hear from transition clients in the SOF community, the broader military and civilian markets.*

*This is for you, so ask questions along the way!*





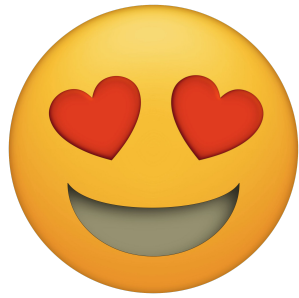
***Transition is scary!***

- **Yes it is!**
- **Admitting the fear is the first step to facing it**
- **Transition is a BIG change – and normal people fear change**
- **But you've overcome fears before**
- **Leverage your experience!**



*I'm a Ranger.  
I've got this!*

- Your courage and military skills are unquestionable
- Your experience is far different than the civilian work world ... (93% never served in uniform)
- Your agility will be critical as you face new challenges.
- Be confident – but not cocky
- Ranger veteran status may be a tie breaker good or bad – be aware



*Employers are gonna love me!*

- **Not necessarily ...**
  - **You are an unfamiliar entity trying to enter their world**
  - **They don't know you or your background**
- **Biases are real – not everybody loves the military**
- **Employers hire for two reasons**
  - **You can do the job they need done successfully**
  - **You'll be a great fit and add value to the team**
- **Convince them you're that person ... build credibility ... make them love you!**



*I can do anything.*

- Employers don't have "Anything" jobs
- Job openings exist because we have specific things we need to deliver.
- Figure out what we need
- Convince us you have what we need
- Job descriptions are the "ASKS" – "ANSWER" them
- Make sure your resume matches their job description
- "Learn Anything" – no time to train you



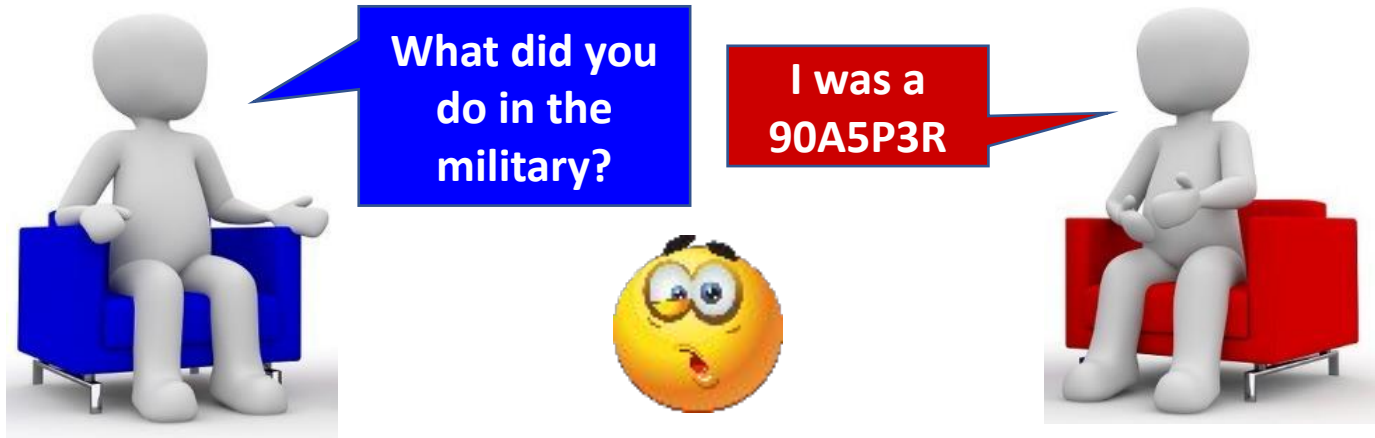
*I don't know  
what to do or  
how to do it.*

- **Welcome to career transition!**
- **You didn't know much about the military when you joined – but you learned!**
- **Your transition IN was structured ... transition OUT? Not so much.**
- **Two Focus Points**
  - **Get Prepared**
  - **Get Known**



*Nobody speaks my language.*

- “Mil-speak” and “Veteran-ese” are out
- Each organization uses their own language
- Some might be familiar; some may be more complex than the military
- Read job descriptions and websites - they are written in the employer’s language.





***Networking?  
Nah, I'll just  
apply on line.***

- **Use high-payoff strategies:**
  - **80% salaried professional jobs are landed by networking**
  - **5% are landed by applying on line**
- **“Networking” - a conversation with a purpose**
- **Start by knowing yourself / purpose**
- **Practice with family/friends; ask who else to talk to; reach out to others**
- **Apply where required**
- **Network so well you complete the application after your first paycheck!**



*I have no idea  
what I want to do  
or where I'm going.*

- You're not likely to hit a target you haven't identified
- Maybe the first time in your life you're defining your target on your own
- How do you define success?
- What are your decision criteria?
- Start with YOU - What are your "WHY", "HOW" and "WHAT"?



**WHY** you do what you do (Purpose)

**HOW** you do it (Process)

**WHAT** you deliver to the world (Promise)





*So many choices.*

>5M Employers in USA –  
Don't just go after  
Amazon / Fortune 500.

- Grocery store cereal aisle ...
- Retire – Work?
- Public – Private?
- For Profit – Nonprofit?
- Location?
- Industry, Company, Function, Role?
- Start up – Established?
- Big – Small?
- How do I take them all in?
- How do I understand/assess them?
- Cast a wide net but be specific?
- Leverage your past; it is your launchpad
- Don't have to hit homerun on first swing  
– look at my slide ... evolution



*I'm alone.*



*Wait, what?  
I have to do it all alone?*

- Transition is a lonely time
- Your team is gone ... they're still on mission
- The framework you know is gone
- No built-in tail of 11-13 people supporting you/your mission
- Employers are focused on their needs – not your transition
- The team you'll have is the network you build – there is no 'organization' you join, you must build it
- Lean on your family; friends etc.



*So much to learn.*

- **Transition is a world unto itself**
- **New people, processes, tools and techniques**
- **Much to learn about potential jobs, careers, companies, industries**
- **Learn you**
- **Military-specific transition timeline**
- **VA integration & benefits**
- **Civilian personal financial success**
- **Employment Readiness**
- **Plan your work – work your plan**



*I've never  
done a job  
interview.*

- Interviews are to select the best possible candidate – screen people out
- Many methods
- Prepare well
  - Know you/your resume
  - Know the job/company
  - Rehearse, Rehearse, Rehearse
  - Have questions ready to ask
- Interview begins the second you hit my property
- Smile!
- Answer my “Asks”
- You may do everything right and still not get an offer
- Send Thank You Notes!



*How much am I worth?*

- Money matters
- How much do you:
  - NEED
  - Want
- Employers pay least possible for top talent
- Do your homework – before you get an offer.

Popular sites to begin learning what jobs are likely to pay.

salary.com  
payscale.com  
glassdoor.com  
LinkedIn.com  
Indeed.com  
salarylist.com  
salaryexpert.com  
[www.bls.gov/ooh](http://www.bls.gov/ooh) (US Bureau of Labor Statistics, Occupational Outlook Handbook)



*These reflect typical pay rates/ranges. Specific jobs may/not offer that pay.*



*Why does this  
take so long?*

- Your transition into the military took weeks/months
- This is very different
  - Far more personal
  - Far less structured
- Average “1st Contact to Offer” time is >70 days
- Employers are making an investment – want to be sure they are getting the best bang for the buck
- Job openings sometimes evolve/go away
- Transition moves at the speed of YOU
- Take a break before you break

***You will get tons of advice.***

**Take it all in.**

**Use what resonates!**



***“About some things it is not possible to make a universal statement which shall be correct.” — Aristotle***



***Veteran employment rate  
is >96%.***

***Transition isn't easy but it  
isn't rocket science.***

***Start Early, Learn,  
Do the Work ...***

***You will succeed!***





# Key Point Wrap UP (Know /Do)

## **KNOW**

- Who you are
- What you bring to the party
- How you define success
- Your timeline and process steps
- What employers expect
- How to read a job description
- How to write a resume
- Your 'personal pitch'
- How to network
- How to interview
- What to do when rejected
- How to respond to an offer

## **DO**

- Start Early
- Learn YOU
- Learn the transition environment
- Do the work
- **NETWORK, NETWORK, NETWORK**
- Engage with mentors, coaches, advisors
- Work with people who are/have been where you want to go
- Research jobs & Find opportunities
- Read Job Descriptions
- Rehears interviews
- Customize your resume for every job – and have other eyes on them
- Exit well
- Take care of the VA stuff
- Plan your work – work your plan
- Listen to all help – use what resonates



**Want to learn more about  
your WHY, HOW and WHAT?**



**Want to learn about transition  
from the EMPLOYER's perspective?**

**Give me a shout!**

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