



Job Seeker Focus Group

Be Positive!



Blacks Gone Geek

The Problem: A large pool of Black technical talent is being virtually ignored.

Blacks Gone Geek is an online community that serves to inspire a new generation of African Americans to consider and select IT careers, as well enthuse interest and promote technology entrepreneurship; ultimately increasing African Americans' participation in IT "from the classroom to the boardroom."



Be Positive!



Get a New Attitude

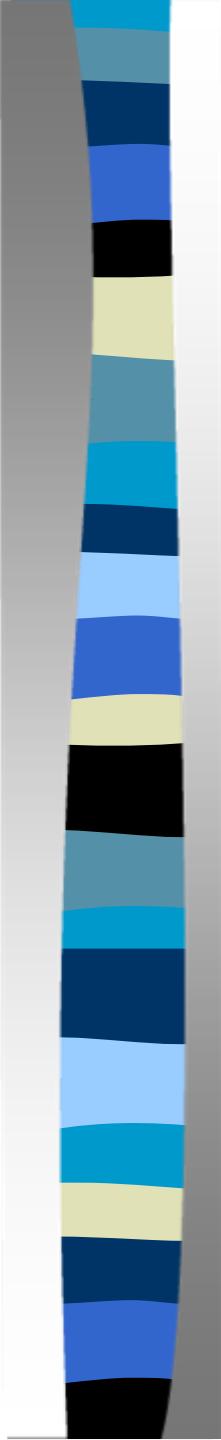
Tapping Into Your Passion to Do Great Things

Milt's Toolbox

Taking Care of Yourself

How to Stop Worrying

Accepting Uncertainty



Whatever the mind can conceive and believe it can achieve – Napoleon Hill

<http://www.youtube.com/watch?v=2hA-7aq6OXI>

[Will Smith on the Power of Positive Thinking](#)



A Jolley-Good Strategy

Follow These 10 Steps to GROW Your Future & Finances

1. Decide what you want.
2. Write it down and be specific.
3. Read your goals three times a day.
4. Set a date.
5. Think of it often
6. Dream and imagine.
7. Develop a plan of action.
8. Do three things daily towards your goal.
9. Stay positive.
10. Act like you have already achieved it.



Steps for Long Term Employment in IT*

- Obtain a strong foundational education
- Learn technologies used in a global industry
- Keep skills up-to-date throughout your career
- Develop good teamwork and communication skills
- Become familiar with other cultures
- Choose work in areas least likely to be sent offshore

*From Globalization and Offshoring of Software: A Report of the ACM Job Migration Task Force

Development Spectrum



Skill Builders Training

- Courses
- Seminars
- Workshops
- Audio & Video Tapes
- Readings

People Examples/ Role Models

- Job Shadow
- Observe Speakers
- Observe Leaders
- Exposure to different teams
- Exposure to different communities

Feedback coaching

- Seek and ask for feedback
- 360 feedback
- Mentoring
- Exposure
- Support
- Guidance
- Coaching

Learning from Hardships

- Stretch Assignments
- Unplanned events
- Difficult task
- Mistakes
- Disappointments

On the Job Experience

- Active learning
- Teach others
- Analysis, planning, execution
- Lead/participate on a team, task force, council
- Cross-train
- Join a professional organization

Full Job Change

- Lateral
- Cross-functional
- Hierarchical
- Related Business
- Technical/ Managerial
- Line/staff
- Location
- Independence



Personal Branding 101



P. I. E.

There are three elements important to players who want to fine tune their skills and move up in their profession. They must:

- **Perform** exceptionally well (10%)
- Cultivate proper **image** (30%)
- Manage their **exposure** so the right people will know them (60%)

Understand that your performance must be top-notch, because you can be replaced, but also understand that there's a lot more to career advancement than doing an outstanding job.

From "Empowering Yourself: The Organization Game Revealed" by Harvey Coleman



What's your USP?

Faster than a speeding bullet.

More powerful than a locomotive.

Able to leap tall buildings in a single bound.

Look! Up in the sky!
It's a bird. It's a plane. It's Superman!

[Black Enterprise Magazine: What's In A Brand?](#)

[A Powerful Persuasive Tool](#)



Using social networking to “get discovered”



Coaches Corner: Keys to Success in 2009

- Establish Your Web Presence
- Communicate Your Value
- 6 Letters You Need to Use: G.O.O.G.L.E.
- Job Seeking in a Troubling Economic Climate
- Are you Flexible and Adaptable to a New Corporate Culture?
- Incorporate the Six Degrees of Separation Theory

<http://blacksgonegeek.org/CoachesCorner.aspx>

Milt's Toolbox

<http://blacksgonegeek.org/ToolBox.aspx>



Online Community Start-up Guide

Document Outline

- Introduction
- Beginner's Guide to Website Creation
- Blogging
- Social Networking Sites
- Beginner's Guide to Internet Marketing
- Branding
- Writing Tips

<http://blacksgonegeek.org/OnlineCommunityStartupGuide.aspx>



**If you know something that will
help others...**

Help spread the word!



Who's Hiring Initiative

The BDPA Who's Hiring Initiative offers job placement, career counseling and professional development services. This program provides an end-to-end solution to help high tech workers stay abreast of industry trends, maintain highly marketable skills and find the best high tech jobs.

Background

The genesis of the Who's Hiring Initiative is as follows:

A study was done by the BDPA Chicago Corporate Advisory Council (CAC) from 10/30/01 to 11/15/01.

Survey Question: With the current economic downturn and the news of massive layoffs, what advice do you have for recently displaced managers and executives?

CAC Response

1. Find out who's hiring
2. Provide access to resumes and job postings
3. Help BDPA Members retool skillsets



IT Job Seeker Idea Exchange

Are you an IT job seeker in transition? We've been doing research to pull together a resource website built just for you. We've identified who's hiring in IT and the special technical skills that are marketable during these tough economic times.

We've also pulled together a comprehensive set of tools and techniques that can be used to significantly improve your chances of making through the hiring process. People who have used these resources have consistently reported above average results.

The key is that we must share what we know with others so we can all grow and prosper.



Q&A

How can I help you?

How can you help me?

How can we help each other?

Contact Information



Milt Haynes, Founder

Blacks Gone Geek

milt@blacksgonegeek.org

www.blacksgonegeek.org