



June Program Announcement –

June 21, 2004

“Advanced Techniques for Networking”

Since our annual International ACP Conference occurs during our regular program time in May, we will not be having our regular monthly program. However, we would like to take this opportunity to give everyone a “heads up” for our excellent presentation scheduled for June.

Denise Upham, owner of Marty Connections and Six Degree Solutions, will show us how to take networking to the next level. Her organizations are devoted to enhancing networking opportunities for organizations or groups with similar interests or goals.

Remember...Our June meeting is “Bring a Friend for Free”. Please mark your calendar and bring a friend to the program!

Presidential Prose:

Message From the President...

During the month of May, ACP International will be holding their International Conference 2004 in Venice, Italy and celebrating 15 years as an association. The theme for this conference is

Continental Career Crossroads.

I think the theme is appropriate since our profession has changed and is changing and will continue to change. The sessions that are being offered reflect what is happening in the global economy, job shift, leadership, coaching, intervention, ethics, and ageing workers – just a sample of what is being offered to our professionals.

Our chapter has two members attending the 2004 conference and I can state positively that they will be willing to share any and all information with the membership. My hope is that those who are not attending the 2004 conference will start making plans for the 2005 conference that will be held in Chicago, IL.

Please feel free to contact me with any questions, suggestions or recommendations for our chapter or for support in your professional career as a career professional. I can be reached at 816.482.5446 during the day or at jim.voska@kcmetro.edu. I'll be looking for you at our June meeting.

JIM

President, ACP International – Kansas City

When:

Monday, June 21st

5:15-5:30pm: Registration

5:30-5:45: Bus. Meeting

5:45- 6:30: Program

6:30-7:00: Networking

Where:

Arthur Mag Auditorium –Midwest Research Institute, 425 Volker Blvd., KC, MO. (Auditorium off of Cherry St.)

Cost: \$5 for members, non-members \$10

Congratulations!

Congrats to Cheryl Kipp, CMP, of Overland Park, Kansas for receiving her notification of her approval as Career Management Practitioner. Kathy Voska, CMF, served as her sponsor. Who's next?...

At ACP International, 2004 is the year to Promote Our Profession (POP!)

It's our 15th anniversary, so in addition to celebrating our history and the distance we've come, we also want to look ahead to the next 15 years...and beyond. As we forge into the future, we must demand excellence of ourselves and our colleagues, and we must ensure that the industry grows in a positive direction.

To that end, we've launched a full-fledged initiative to promote our association and our entire industry.

We're hoping that all our members will spread the word about ACP International, about the commitment to ethics and quality made by its thousands of members around the world. We want to attract as many new members as we can, to expand and increase our services, and to make the industry better. With every new member comes the certainty that one more Career Professional is doing ethical, quality work.

Let's join together and share our voice with the world! Refer any interested career professionals to our website, www.acpinternational.org so they can find out more about our organization. More details about **POP!** and about the role that you can play in its success will be available soon.

Talent-Based Hiring

By Dan Falk, Center for Student Services – Friends University

Career counselors and employers meet on a daily basis to discuss hiring and employment decisions. The hottest ticket in town is a new concept called **talent-based hiring**. **Talent-based hiring** conveys the idea that there is a perfect job for each individual and that position matches his talents and passions rather than his education and training. Degree names and titles still matter because companies are still concerned with cost and time involved in training. However, employees are most productive and effective when they are working in positions aligned with their passions.

This means the face of interviewing and hiring has changed for employers and job candidates. If the interview process produced two people, one who had all the qualifications but lacked talent, and the other who exudes passion but may be lacking relevant qualifications, the hiring manager would lean more toward the second candidate. No longer are employers looking for the right answer; rather now they are expecting to hear excitement in your voice and see a burning fire in your eyes. Conveying the right personality for the job is critical in this new process.

Employers now recommend spending time getting to know yourself and the reasons for entering your chosen field in order to prepare for this new trend. Emanate confidence in your field content and make certain you are able to paint the picture of what the employer wants.

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Let's Hear from YOU...

If you have news, announcements, resources, or articles you'd like to publish, please contact **Susan Tarpley** by no later *than the third Thursday of each month*. Also, send me any ideas for future newsletter columns or features. I welcome your contributions!