

Personal Brand Narrative: Steve Higginbotham

I am a freelance Talent Acquisition Consultant and Executive Recruiter, currently looking for opportunities in hybrid or remote roles in Organizational Training and Development. But before I tell you more about what I want to do, let me tell you why I do it.

I believe that success happens when I contribute to a greater cause. HOW I do that is by challenging the status quo and thinking differently. Ultimately, WHAT I bring are solutions that are deep and well thought out.

My Superpowers I naturally connect with people by sharing ideas openly and using my ease with language to build immediate rapport. I thrive in environments where I can learn what makes individuals unique, enabling me to communicate in a way that is both engaging and clear. My professional drive is centered on setting high expectations and pushing for excellence, ensuring that every project I lead reaches its full potential. I possess a deep capacity for hard work and stay energized by making measurable progress toward meaningful goals every single day. By prioritizing effectively and maintaining a sharp focus, I can navigate complex challenges and stay on track even when faced with tight deadlines. Ultimately, I am motivated to leave a lasting impact through work that aligns with my deepest values and contributes to a greater purpose.

My Core Values

1. **Perspective:** Offering wise counsel; seeing the bigger picture. I am driven by the ability to look beyond the immediate task to understand how it impacts the broader organization. I use my expertise to provide guidance that helps others navigate challenges and see new possibilities for growth.
 2. **Work Ethic:** Demonstrating diligence, discipline, and persistence in effort to achieve goals. I hold myself to a high standard of performance and stay focused on delivering excellence. I am energized by the process of working hard to reach ambitious milestones and ensure that every contribution I make is of the highest quality.
 3. **Motivation:** Influencing and inspiring others to take action. I use my voice and energy to build rapport and drive momentum within a team. I believe in the power of clear communication to challenge the status quo and inspire others to achieve their full potential.
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Personal Brand Kit: Steve Higgenbotham

Section 1: Bring & Need Statements

What I Bring to Teams

- **Clarity through Concentration:** I bring an intense ability to identify priorities and stay productive even when faced with complex distractions or tight deadlines.
- **High-Stamina Excellence:** I provide a tireless work ethic and a refusal to settle for mediocre results, constantly pushing both myself and the team toward top-tier performance.
- **Engaging Communication:** I bring an ease with language and a plainspoken approach that eliminates confusion and builds immediate rapport with partners and stakeholders.

What I Need to Thrive

- **Defined Objectives:** I need clear goals and milestones to establish my priorities and maintain my mental energy toward long-term progress.
- **Healthy Rivalry and Recognition:** I thrive when I have peers for comparison and an environment that values individual excellence and the desire to be the best.
- **Autonomy over My Pace:** I need the freedom to dictate the circumstances of my work and the space to work at the intense, fast pace that naturally drives my success.

Section 2: Resume Summary

Freelance Talent Acquisition Consultant and Executive Recruiter with deep experience in organizational training and development. Believes that success happens through meaningful contribution to a greater cause while constantly challenging the status quo to drive innovation. Approaches complex organizational puzzles by diving into the details to find clarity and provide well-researched, deep solutions. Maintains an intense focus on priorities and high standards of excellence to ensure every project reaches its full potential. Builds rapport and momentum through clear, engaging communication that inspires teams to achieve ambitious milestones.

Section 3: LinkedIn About Section

I believe that true success happens when we contribute to a greater cause. For me, that means looking beyond the immediate task to offer Perspective and understand how a project impacts the broader organization. I have always been driven by the idea that work should be more than just a means to an end; it should be a way to express our deepest values and leave a lasting mark.

My approach is built on a foundation of intense concentration and a tireless Work Ethic. I thrive on identifying the exact focal point of a problem and ignoring distractions to drive toward a solution. I am not one to follow the rules just for the sake of it. Instead, I prefer to think differently, challenging the status quo to ensure we are not just doing things the way they have always been done, but the way they should be done to reach the top prize.

Throughout my career in talent acquisition and organizational development, I have used my ease with language to build immediate rapport and bridge gaps between complex ideas and clear action. I find that when I can share ideas openly and provide deep, well-researched solutions, teams move faster and with more confidence. I am energized by the process of mastering new topics and pushing for a level of excellence that helps everyone involved be stronger and tougher in the face of challenges.

Ultimately, I seek to lead through Understanding and clarity. Whether I am navigating a tight deadline or building a recruitment strategy from the ground up, my goal is to ensure the work is meaningful, the solutions are deep, and the impact is significant.

Let's connect to discuss how we can build meaningful impact together.

WHY.os: Contribute | Challenge | Mastery

Gallup Strengths: Focus | Achiever | Communication | Competition | Significance

Section 4: Networking Scripts

Full Version: "I am a freelance Talent Acquisition Consultant and Executive Recruiter, currently looking for opportunities in hybrid or remote roles in Organizational Training and Development. But before I tell you more about what I want to do, let me tell you why I do it.

I believe that success happens when I contribute to a greater cause. HOW I do that is by challenging the status quo and thinking differently. Ultimately, WHAT I bring is a deep understanding.

In my work, I thrive on diving into the details of complex organizational puzzles to find clarity. For example, I recently led a project where I had to ignore significant distractions and tight deadlines to stay focused on the highest priority. I enjoy the process of mastering new topics and pushing for a level of excellence that helps everyone involved be stronger and tougher in the face of challenges. My goal is always to leave a lasting impact through work that aligns with my values and solves problems at their root."

Short Version: "I am a freelance Talent Acquisition Consultant and Executive Recruiter, currently looking for opportunities in hybrid or remote roles in Organizational Training and Development. But before I tell you more about what I want to do, let me tell you why I do it.

I believe that success happens when I contribute to a greater cause. HOW I do that is by challenging the status quo and thinking differently. Ultimately, WHAT I bring is a deep understanding."

Section 5: Core Values

1. **Perspective** (Definition: Offering wise counsel; seeing the bigger picture. Supporting Insight: Steve is driven by the ability to look beyond the immediate task to understand how it impacts the broader organization.)
2. **Work Ethic** (Definition: Demonstrating diligence, discipline, and persistence in effort to achieve goals. Supporting Insight: He holds himself to a high standard of performance and is energized by the process of working hard.)
3. **Understanding** (Definition: Bringing clarity to complex situations. Supporting Insight: Ultimately, Steve brings solutions that are deep and well thought out, rooted in a desire to master the subject matter.)

Section 6: Interview Questions & Answers

Q1: Tell me about yourself. I am a Talent Acquisition Consultant and Executive Recruiter with a background in organizational training and development. I believe that success happens when I contribute to a greater cause, and I approach my work by challenging the status quo and thinking differently to find the best solutions. I have a natural ability to immerse myself in intense activities and prioritize effectively, which allows me to stay productive even when navigating complex challenges or tight deadlines. Throughout my career, I have found that I bring a deep Understanding to organizational puzzles, often diving into the details to provide well-researched answers. I hold myself to a high standard of Work Ethic and stay energized by making measurable progress toward meaningful goals. Ultimately, I am motivated to leave a lasting impact through work that aligns with my values and helps teams reach their full potential.

Q2: What is your greatest strength? I took the Gallup Strengths assessment, and one strength I lean on heavily is Focus. For me, this means the ability to take a direction, follow through, and make the necessary corrections to stay on track. This was evident when **[Insert story here about a time Steve used intense concentration to meet a deadline]**. Because of this ability to prioritize and stay on task, I can navigate high-pressure environments without losing sight of the primary goal. I find that this concentration not only helps me stay productive but also provides a sense of clarity for the teams I support.

Q3: What is your biggest weakness? I took the Gallup Strengths assessment, and what I learned is that our biggest weaknesses often stem from when we overuse or misuse a strength. So let me frame it this way: I have Achiever in my Top 5. This strength means that I am able to maintain a high level of stamina and a deep capacity for hard work to reach my goals. Where this strength gets me in trouble is when I become so driven to accomplish tasks that I find it difficult to rest or celebrate a success before moving to the next objective. I sometimes push myself and others at a pace that can lead to burnout if not managed. I manage this tendency by intentionally practicing Perspective, stepping back to see the bigger picture and ensuring that my drive for productivity is balanced with the long-term health and morale of the team.

Q4: Tell me about a time you had to challenge a standard process to get a better result. I lead with a philosophy of challenging the status quo when I see a path to a more meaningful contribution. In one instance, I noticed that our traditional recruiting methods were yielding predictable but mediocre results. By applying a different way of thinking and digging deeper into the specific needs of the department, I was able to identify a new sourcing strategy. This required a high level of Work Ethic to research and implement, but it ultimately led to a higher quality of hire and a deeper Understanding of our talent gaps. I believe that by thinking outside the box, we can move past "how it's always been done" to find what actually works best.

Q5: How do you handle a situation where you are faced with competing priorities and a tight deadline? When faced with complexity, my natural instinct is to find the focal point and eliminate distractions. I thrive in environments where the clock is ticking because it forces a level

of concentration that brings out my best work. For example, **[Insert story here from Steve's homework about the "catalyst" of a deadline]**. I use my ability to prioritize and my discipline to stay on track, making mid-course corrections as needed. I've found that by staying focused on the most significant tasks first, I can maintain high standards of excellence even when the pressure is high.

Q6: Tell me about a time you had to master a new skill or topic quickly to deliver a result. In any project, I am driven by the need for deep Understanding. I recently encountered a situation where I needed to facilitate a training program on a technical subject I was unfamiliar with. To ensure I could contribute to the team's success, I immersed myself in intense research, effectively ignoring distractions to absorb the material. By nature, I push myself to be the best and acquire the necessary knowledge to meet the challenge. I was able to translate complex information into clear, engaging content for the participants. This experience reinforced my belief that success happens when we commit to Mastery and provide solutions that are well thought out rather than surface-level.

Q7: Give me an example of how you use your communication style to build rapport with a difficult stakeholder. I naturally connect with people by sharing ideas openly and using an ease with language to build immediate rapport. I remember a time when I had to align with a partner who was skeptical of a new recruitment strategy. Instead of pushing my agenda, I used my voice to build momentum and find common ground. I focused on making my message both engaging and clear, ensuring they felt heard and understood. By leading with Perspective and looking for the "win" for the broader organization, I was able to turn a challenging relationship into a collaborative one. I find that plainspoken, transparent communication is the most effective way to build trust and drive a project forward.

Q8: Describe a situation where you felt a strong need to leave a lasting mark on a project. What did you do? I refuse to live a meaningless existence, and I seek a vocation that allows me to express my deepest values. I once led a transition project where the goal was simply to "get through it," but I saw an opportunity for Significance. I set high expectations and pushed the team toward excellence, refusing to settle for a mediocre "check-the-box" result. I possessed a deep capacity for hard work and stayed energized by making measurable progress toward a more permanent, high-quality solution. Ultimately, I helped the organization build a stronger foundation that is still in use today. For me, success is about leaving things better than I found them.

Q9: Walk me through your most relevant leadership story for this role. In my work as a consultant, I lead by setting a clear direction and maintaining a sharp focus on the final prize. I once managed a cross-functional team during a period of significant organizational change. I started by providing Perspective, helping everyone see how our work contributed to the greater cause of the company's survival and growth. I challenged the status quo of our existing processes, which were no longer serving us, and introduced a different way of thinking about our workflow. Through a consistent Work Ethic and high standards, I kept the team on track despite

tight deadlines and external pressure. We delivered the project on time and with a level of quality that surpassed the original requirements.

Q10: What's your 90-day plan? In the first 30 days, my priority is to gain a deep Understanding of the organization's culture, stakeholders, and existing systems. I will immerse myself in intense listening and observation to identify where I can make the most immediate contribution. By day 60, I will begin to challenge the status quo where necessary, proposing different ways of thinking to optimize our outcomes. I will focus on building rapport with key partners and establishing a Work Ethic that signals my commitment to excellence. By day 90, I aim to have delivered an early win—a measurable result that demonstrates my ability to stay focused on priorities and contribute to the greater cause of the team's long-term success.

Q11: What's a transformation you led? What changed, and what results did you deliver? I lead transformations by focusing on the intersection of clarity and high standards. I once led a shift in a recruitment department from a reactive model to a proactive, consultant-led model. This required me to use my ease with language to explain the "why" behind the change and inspire the team to reach for a higher level of performance. I had to ignore many legacy distractions to stay focused on the new priority. As a result, we reduced the time-to-fill and significantly increased the satisfaction of our hiring managers. The transformation wasn't just about a process; it was about elevating our shared Work Ethic and the impact we were making on the organization.

Q12: Tell me about a time you missed a goal (or made a bad call). What happened and what did you do? I believe that success is a process of constant correction to stay on track. I once underestimated the time required to master a complex new software system before a launch. I was so focused on the finish line that I didn't step back soon enough to see that we were falling behind. When I realized the gap, I immediately took accountability and communicated the situation clearly to the stakeholders. I used my Perspective to re-prioritize our remaining tasks and put in the extra Work Ethic needed to get us back on schedule. The lesson I learned was to balance my drive for the "top prize" with more frequent mid-course evaluations to ensure we are always moving the right way.

Q13: How do you set strategy and translate it into execution? My strategy begins with a deep Understanding of the variables and a commitment to thinking differently. I start by identifying the most significant objectives—the ones that will allow us to leave the greatest mark. Once the goal is set, I use my natural ability to prioritize and concentrate to build a roadmap. I translate this into execution by maintaining a fast pace and encouraging a healthy sense of Competition within the team to drive excellence. I ensure that everyone knows the focal point of our efforts so that energy is not wasted on distractions. I stay productive by making the necessary corrections along the way to ensure we hit our milestones.

Q14: Describe your leadership style. How do you build and develop a high-performing team? I describe my leadership style as high-expectation and rapport-based. I build high-performing

teams by noticing individual accomplishments and helping people see how their work contributes to a greater cause. I encourage my team to be stronger and tougher in the face of challenges, and I lead by example through my own Work Ethic and Focus. I am not afraid to challenge the status quo, and I invite my team to think outside the box with me. I believe in providing a clear direction and then giving talented individuals the autonomy to dictate their own pace, provided they maintain the high standards of Mastery we've agreed upon.

Q15: How do you influence and align stakeholders you don't control? Influence is about rapport and Perspective. I align stakeholders by sharing ideas openly and finding the common values that link us together. I use my Communication to bridge gaps, making sure my message is understood and that I have a deep Understanding of their needs as well. I often use my sense of Competition to frame our shared goals as a "win" for the entire enterprise. By demonstrating a tireless Work Ethic and a commitment to the greater cause, I earn the respect necessary to move people toward a decision, even when I don't have formal authority over them.

Q16: How do you make decisions with imperfect data and manage risk? When data is imperfect, I rely on Perspective and my ability to identify the most critical issues. I immerse myself in the available information to make sense of the complexity, but I don't let the lack of perfect data lead to paralysis. I am comfortable making mid-course corrections if a decision needs to be adjusted. I manage risk by staying focused on the priorities and maintaining a high level of concentration on the potential outcomes. I've found that the courage to think differently often reveals a path forward that others might miss when they are only looking for a "perfect" answer.

Q17: What's your approach to culture? What do you intentionally reinforce? I believe culture is reinforced through shared values and a commitment to excellence. I intentionally reinforce a culture of Work Ethic, where hard work is recognized and rewarded. I also promote a culture of Understanding, where we take the time to dive deep into problems rather than settling for easy answers. Most importantly, I reinforce the idea that we are all contributing to something larger than ourselves. I use my voice to celebrate when the team hits a "top prize" and to encourage people to leave their mark on everything they touch.

Q18: Why this role, why this company, why now? I am looking for a role where I can truly express my deepest values and leave a lasting mark. Your company's mission aligns with my WHY of contributing to a greater cause, and I see a clear opportunity here to use my background in organizational development to solve deep puzzles. I am at a point in my career where I want to dictate the circumstances of my work by bringing an intense Focus and high standards to a team that values excellence. I am energized by the challenges your industry is currently facing and believe that my ability to think differently and provide deep solutions is exactly what is needed right now.

Q19: How do you stay productive in a remote or hybrid environment? Productivity in a remote environment comes naturally to me because of my ability to prioritize and ignore distractions. I

possess a deep capacity for hard work and thrive when I can dictate my own pace and environment. I use my Focus to set a clear direction for my day and stay busy whenever it is necessary to meet a deadline. I maintain rapport with my team through clear, engaging Communication, ensuring that despite the physical distance, we stay aligned on our goals and continue to contribute effectively to the organization.

Q20: What is your spirit animal and why? I would say my spirit animal is the Falcon. A falcon is defined by its incredible Focus and its ability to identify a target from a great distance, ignoring all other distractions to achieve its objective. It operates with a sense of grace and ease but is capable of intense, fast-paced action when the "clock is ticking." It moves with Perspective, seeing the entire landscape from above before diving deep into a specific goal. Much like the falcon, I aim to be the best at what I do, maintaining high standards and a sharp eye for the focal point that leads to a successful outcome.

Career Leader Summary – Steve Higginbotham

Personal Insights

Steve's CareerLeader profile reveals a powerful combination of strategic ambition, intellectual curiosity, and entrepreneurial drive. He is wired for leadership and thrives in roles where he can shape vision, drive innovation, and influence organizational direction. His high interests in enterprise control, creative production, and theory development suggest a future-oriented mindset that seeks not only to lead but to create and build.

Steve's preference for strategic thinking over operational detail, and innovation over routine, aligns him with dynamic environments that reward vision, decisiveness, and bold leadership. While he is highly sociable and confident, his style of engagement is direct and results-driven rather than relationally focused. His professional edge comes from his ability to blend analytical rigor with creative thinking and a bias toward action.

Key Motivators

Steve is deeply motivated by influence, advancement, and impact. His top motivators reflect a strong desire for positions that:

- Provide **power and influence**, allowing him to shape direction and make decisions.
- Offer **positioning** and visibility for future opportunities.
- Involve **managing people**, where he can drive results through others.
- Recognize and reward achievement, aligning with his need for **recognition**.

While autonomy and lifestyle are important to him, they take a secondary role to ambition and career progression. Intellectual challenge and altruism register as low motivators, reinforcing his pragmatic and impact-driven approach to work.

Ideal Work Environment

Steve thrives in high-energy, fast-moving environments that prize innovation, decisiveness, and strategic action. His CultureMatch results reveal:

- **Very High:** *Extraversion and Decisiveness* – He does best where assertiveness, networking, and bold decision-making are valued.
- **High:** *Innovation and Change* – He is energized by organizations that prioritize creativity and forward movement.
- **Middle:** *Precision and Planning* – While he can function in structured settings, he doesn't need excessive planning to succeed.
- **Low:** *Collaboration and Consideration* – He prefers environments where interpersonal harmony is secondary to performance and execution.

He will likely feel constrained in workplaces that prioritize consensus-building or emotional diplomacy over outcomes. Instead, he thrives where healthy competition, agility, and entrepreneurial energy are the norm.

Core Competencies

Steve's strongest capabilities span four key areas of leadership:

1. Strategic Analysis & Decision-Making

- *Top Skills:* Research (97), Strategic Thinking (92), Creative Thinking (90), and Decisiveness (90).
- He excels at breaking down complex issues, generating ideas, and acting confidently even amid ambiguity.

2. Operational Execution & Management

- *Top Skills:* Work Ethic (98), Resilience (97), Project Management (95), and Action Orientation (90).
- Steve is a high performer who balances vision with reliable delivery and thrives under pressure.

3. Power & Influence

- *Top Skills:* Leadership (94), Oral Communication (91), Political Skill (90), and Sociability (90).
- He is a natural leader who inspires, persuades, and navigates organizational politics effectively.

4. Interpersonal Effectiveness

- *Top Skills:* Teamwork (92), Gaining Trust (92), and Compromise (93).
- While his collaboration score is lower culturally, Steve still demonstrates strong interpersonal skills when needed.

Overall, Steve is a confident, capable leader with a strong bias for action and an ability to drive performance through both influence and execution.

Recommended Career Paths

Steve's Career Match results place him in the top percentiles for a range of dynamic, strategic, and leadership-intensive fields:

- **General Management** (99)
- **Entrepreneurship** (99)
- **Human Resource Management** (96)
- **Training & Organizational Development** (95)
- **R&D Management** (93)
- **Public Relations & Communications** (92)
- **Law** (88)
- **Business Development / Sales** (86)
- **Marketing Management** (86)

These roles align with his strengths in leadership, innovation, and strategic thinking. Early to mid-career steps in leadership development programs, fast-paced startups, or consulting firms could offer valuable runway toward long-term general management or entrepreneurial goals.

Watch-Outs and Development Areas

Steve's drive and charisma are undeniable assets—but they come with risks if not channeled thoughtfully:

- His assertiveness and sociability may unintentionally overpower quieter colleagues or create friction in team settings.
- He may struggle with long-term follow-through on projects that lose novelty or lack creative challenge.
- A preference for ideation over execution could lead to unfinished work unless he intentionally builds structure and accountability.
- He may resist routine details and favor options too long, delaying decisions.

To mitigate these risks, Steve should seek mentorship on power dynamics and influence, maintain discipline through structured workflows, and balance his enthusiasm for new ideas with practical follow-through.

Final Thoughts

Steve Higginbotham is a visionary leader in the making—ambitious, strategic, and ready to shape bold initiatives. His future lies in environments that reward influence, innovation, and fearless execution. With self-awareness around collaboration, follow-through, and patience, Steve has the potential to thrive in high-impact leadership roles and create lasting value in any organization he joins.



Networking Industries for Coffee Chats

For: Steve Higginbotham

Focus: Organizational Training & Development | Remote/Hybrid | Values-Driven Work

1. Organizational & Leadership Development (L&D, OD, Talent Strategy)

Who to Connect With:

L&D Directors, Organizational Effectiveness Managers, Talent Strategy Consultants

✔ Example Organizations:

- **FranklinCovey** – Known for values-based leadership programs
- **DDI (Development Dimensions International)** – Focused on scalable leadership dev
- **LinkedIn Learning** – Integrates learning with platform data insights
- **BlessingWhite (part of GP Strategies)** – Focuses on employee engagement + growth
- **GP Strategies** – Training + org effectiveness consulting firm

🔍 Strategic Networking Tips:

- Open coffee chats with: *“I believe success happens when I contribute to a greater cause – often by challenging the status quo to deliver deeper, well-thought-out solutions.”*
 - Target roles where your **Maximizer + Belief** strengths support excellence in OD/leadership transformation.
 - Use your **Communication** strength to speak on panels or in forums like ATD or LinkedIn Learning Live.
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2. Program & Operations Management (Hybrid/Remote, People-Centered Systems)

Who to Connect With:

Program Directors, Talent Ops Leaders, Workforce Strategy Executives

✓ Example Organizations:

- **Strada Education Network** – Nonprofit, workforce + education aligned
- **Remote.com / Deel** – Rapidly scaling remote-first talent platforms
- **Guild Education** – Partnerships in education + workforce training
- **AchieveMission** – Org development for nonprofits
- **Evergreen Talent** – Specializes in people-first org structures

🔍 Strategic Networking Tips:

- Share your success designing structure amid complexity: “I lead with decisive clarity – breaking through bottlenecks and transforming what’s working into what’s excellent.”
 - Ask ops leaders how they design **remote/hybrid systems** that scale with quality.
 - Use your **Deliberative** strength: “Before acting, I investigate the angles – ensuring thoughtful, sustainable decisions.”
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3. Executive Coaching & Leadership Advisory Firms

Who to Connect With:

Coaches, OD Consultants, Managing Partners at boutique firms

✓ Example Organizations:

- **The RBL Group** – Leadership and HR strategy consulting
- **Crestcom International** – Franchise coaching network
- **Co-Active Training Institute** – Coaching certification + community
- **Korn Ferry (Leadership Dev arm)** – Large-scale enterprise coaching

- **Academy for Advancing Leadership** – Leadership dev for education and healthcare

Strategic Networking Tips:

- Position yourself as a **Strategic Truth-Teller**: You lead with heart (Belief) and head (Deliberative), helping leaders move with confidence.
 - Lean on WHY.os: “I bring depth and structure to leaders needing clarity in tough transitions.”
 - Join OD-focused coaching communities and contribute thought pieces or case insights.
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4. Mission-Driven Talent Organizations (Nonprofit or Social Enterprise Focus)

Who to Connect With:

Chief People Officers, TA Leaders, Workforce Dev Managers

Example Organizations:

- **Catchafire** – Connects talent with nonprofits
- **Koya Partners** – Executive search for mission-first orgs
- **Wounded Warrior Project** – Veteran-centered employment + transition
- **The Mission Continues** – Empowers vets to lead community projects
- **Workforce Opportunity Services** – Upskills underserved communities

Strategic Networking Tips:

- Emphasize your WHY: “I do my best work when helping others build something bigger than themselves.”
- Talk about your transformation experience at J&J and how you used nuanced insights to shift talent outcomes.

- Engage in forums like **HirePurpose** or **Workforce Week** to meet HR leaders in service-oriented orgs.
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5. Higher Education & Executive Education (Remote-First or Hybrid Programs)

Who to Connect With:

Program Designers, Corporate Training Liaisons, Career Services Leaders

✔ Example Organizations:

- **edX / 2U / Coursera for Business** – Scalable corporate L&D
- **Harvard ManageMentor / HBP Ed** – Leadership content delivery
- **UNC Exec Dev** – Veteran-friendly executive learning
- **ECPI University / ODU** – Local hybrid programs with adult learner focus
- **Arizona State's Workforce Ed Initiatives** – Public-private skilling partnerships

🔍 Strategic Networking Tips:

- Ask: “How are you using corporate partnerships to scale adult or veteran learner success?”
 - Lean on **Perspective + Wisdom** values when discussing program design.
 - Share your belief that “*Leadership is built through structure, trust, and transformation – not noise.*”
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Veteran Status Networking (Confirmed)

You bring strong alignment with the veteran support ecosystem. Here's how to activate that:

✔ Key Programs to Engage:

- **Hiring Our Heroes** – Join virtual networking circles + mentorship
- **DOD SkillBridge** – Offer thought leadership or workshops
- **FourBlock** – Attend employer roundtables
- **American Corporate Partners (ACP)** – Join as a mentor or mentee
- **The Honor Foundation** – Alumni circles for career pivots

Veteran-Specific Tips:

- Use shared identity: *“As a fellow vet, I’d value your insights on how you transitioned into this role.”*
- Volunteer: Offer short consults for orgs helping veterans break into corporate or coaching careers.
- Attend events in **veteran LinkedIn groups**, especially in Talent, L&D, or OD spaces.

Final Tips for Effective Networking Coffee Chats

- **Lead with curiosity**, not a job ask. *“I’d love to hear how you’ve built leadership capability at [Company].”*
- Use your **WHY.os** and say: *“I’m someone who contributes best when I can challenge systems and help them evolve.”*
- Reflect your strengths: *“My goal is to deliver structured solutions that scale — not just one-time fixes.”*
- **Offer insight**: Share a recent trend you’re seeing in TA or org development.
- **Follow up** with a note that shows gratitude *and* reflection.