



The  
Human  
Capital  
Group

# From the Business Perspective:

What are companies looking for?



Dan Ryan

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# Who is Dan Ryan?

- Technical-Leadership-Strategic
- Executive search-Leadership development
- Vandy grad





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# How does business find talent?

- Direct application
- Campus visitation
- Social networks
- Conferences-trade shows
- Referrals



# Direct application

- Widely used, but not too effective
- Impersonal
- Lost in the shuffle





# Campus visitation

- More targeted
- Reps are typically distracted
- Not focused enough



# Social networks



- Not a stand-alone method
- May work well with referrals and conferences
- Overused-Underused





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# Conferences-Trade shows

- Can be very effective if used strategically
- Plan ahead and make some contacts
- Don't just show up!



# Referrals

- Most effective by far!
- Takes time and thought
- Must continue even after landing the job
- 24/7/365







# Rising to the top

- Keep in touch, but not too much
- Get the paperwork right
- Dress for success
- The handwritten note





# Keeping your Balance

- Your science skills will get you in the door
- Your people skills will help you climb the ladder
- You need both to succeed!





# Moving ahead



- Excel in school
- Stay involved
- Network!
- Internships; Co-op; GA roles
  - Experience trumps all...



# Thank You!

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