



May 2009

Creating Success Through Strategic and Intentional Change

Dear Friends:

Change is often a scary and stressful proposition. And we've certainly experienced our share of dramatic change during the past 12 months. From changes at work and in your 401k balance to changes in retirement plans, promotional opportunities and even home values:

Collectively, these could make even the most eternal optimist sing the blues. But as we navigate our way through the second quarter of 2009, consider what would happen if we took a stand - or rather -- a jump -- toward the world of *Tigger*?

I'll explain. How we view the world, and our place in it, has much to do with how the world views us in return. How we show up every day has much to do with how we're received. So think back to the wonderful stories of Winnie the Pooh -- the energy that flowed from Tigger through the pages (or in later years, the screen) right to us, compared to how Eeyore made us feel. I wish I could take credit for this brilliant analogy. Instead, it belongs to the irrepressible Randy Pausch, a Carnegie Mellon University professor and author who delivered "The Last Lecture," after being diagnosed with terminal pancreatic cancer at the age of 47. Randy wanted to leave the world the way he lived in the world -- as a Tigger! His book, by the same title, published shortly before his death last year, was a best seller because people wanted and needed hope (see <http://www.thelastlecture.com/index.htm>). He gave it in spades until his last breath last year.

Real--world lessons to be learned from Randy are many, and varied:

- Refuse to let the so--called recession bring you down.
- Refuse to feel devalued in proportion to the price of your home.
- A lost job provides an opportunity to reassess your goals and dreams, to follow a path with vigor and passion, rather than angst and prediction.
- Lost advancement opportunities can push us to learn new skills, develop better leadership styles and boost our effectiveness.
- And while certainly unfortunate, lost retirement funds may now compel you to contribute, mentor and coach others in the field you've always loved for a longer period of time. Challenging market conditions also present opportunities to invest in companies at historically attractive prices.

In short, consider 2009 a prime opportunity to invest -- in yourself, your organization, your future. The first step: Conduct a personal SWOT analysis (you remember this from business school days, don't you?). Take stock of your strengths, weaknesses, opportunities and threats. The results can help you chart a fruitful path toward personal and professional happiness.

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What Are Clients Saying About The Career Group?

"I highly recommend Regina. She is professional, attentive, and gets results. Regina listens to her clients and is great at helping them build a clear and cohesive strategy for job searching and career development. Regina did an excellent job of "polishing" my cover letters, resume, and interviewing skills and was instrumental in helping me land a great job!"

*Robert Hughes, Experienced Operations Leader
 Hired Regina as a career coach in 2008*

[Read More Testimonials about Regina D. Olbinsky, PHR and The Career Group](#)

Words of Wisdom...

"People seldom see the halting and painful steps by which the most insignificant success is achieved." *Anne Sullivan*

"Don't flaunt your success, but don't apologize for it either."

H. Jackson Brown, Jr.

"Think not of yourself as the architect of your career but as the sculptor. Expect to have to do a lot of hard hammering and chiseling and scraping and polishing."

Our New Web Site Is Online!

The Career Group is pleased to announce the launch of its new Web site: www.thecareergroup.net. This site contains comprehensive information on our complete scope of services, including leadership coaching, corporate outplacement, career coaching, and attorney coaching and practice advisement services. It also contains testimonials from past and present clients, news and recent press, information about Career Group training and speaking engagements, and contact information. Please visit us today!

Upcoming Speaking Engagements

Cleveland Society for Human Resource Management, Wednesday, June 17, 2009, 11:30 a.m. - 1:30 p.m., Embassy Suites, Independence, Ohio. Regina will participate in a coaching conversation, and guests are welcome to attend. For more information, visit www.clevelandshrm.com or call 216-556-3855.

Career Coaching Article Link:

Dodging Bullets on the Job Trail

"For a seasoned career veteran with multiple job titles, the resume can become a whiteboard of sorts. After a while, a resume can look and feel like a chaotic jumble of marks you've made, rather than a refined, distilled presentation of what you offer a potential employer." From TheLadders.com.

[READ THE ENTIRE ARTICLE HERE.](#)

Leadership Coaching Article Link:

Choose Your Battles When Dealing with Difficult People

"Difficult people are never easy to have to deal with. But do you handle every difficult person you come across in the same way? When I am facilitating my dealing with difficult people workshops, many people ask -- how can I be assertive all the time to deal with all those difficult people that I meet?" From Dr. Judy Esmond.

[READ THE ENTIRE ARTICLE HERE.](#)

Attorney Coaching/Practice Advisement Services Article Link:

Vacation 101 For Lawyers

"Family law attorney Cynthia Swanson was flipping through a friend's travel photos one day in 2005 when her friend offered her the chance of a lifetime. "We're going to Africa next. Wanna come?" "Africa? Yes!" Within three days, Swanson had purchased her plane tickets and committed thousands of dollars to a vacation she hadn't really thought out. There was no turning back.

"Like many sole practitioners, Swanson, who has been practicing for 25 years, had never taken a real vacation, one where she would have no phone calls, no e-mails, no contact at all for two whole weeks. How would her office operate without her? Who would take over her cases? Would she lose clients? What about emergencies? What was she thinking?" From atticusonline.com.

[READ THE ENTIRE ARTICLE HERE.](#)

What Can The Career Group Do For You?

Founded in 2003, The Career Group Empowers professionals like you with the skills that are absolutely essential in today's fast-changing business world.

How?

- We work hand-in-hand with you to identify abilities, interests and

BC Forbes

About Regina D. Olbinsky, PHR

Regina D. Olbinsky, PHR, is an accomplished consultant, coach and entrepreneur, with 15+ years of experience in human resource management, executive recruiting, leadership development and corporate outplacement. She has worked with multi-billion dollar organizations and has coached, counseled and mentored hundreds of individuals. She is passionate about career management and uses a strategic, business focused, and goal-oriented approach with all her clients.

Regina founded The Career Group, LLC in 2003 to focus on corporate outplacement/ career coaching and executive/leadership coaching. The company has continued to grow and now includes attorney practice coaching.

Regina is a frequent author and contributor of articles on career management to The Plain Dealer, Crain's Cleveland Business, Cleveland SHRM's HR Cleveland magazine and the Cleveland Jewish News.

To Download Regina's Complete Bio, [CLICK HERE](#)

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LinkedIn Profile

www.linkedin.com/in/reginaolbinsky



motivations of which you may -- or may not -- be aware.

- We tailor our coaching programs to your exact needs.
- We stay on the cutting edge of an ever--changing business landscape. And we give you a strategic roadmap -- including the tools, the tactics and the techniques you really need to succeed in your current career -- or the one yet to come.

Why Choose The Career Group?

- **Expertise:** With 15-plus years of experience, Regina D. Olbinsky, PHR, is widely recognized as one of Northeast Ohio's leading career and leadership coaches. Regina possesses deep experience in human resource management, having worked directly with clients at all staff levels, including vice presidents, directors, and C--Suite officers.
- **Insight:** The Career Group empowers individuals with life--long skills needed to succeed in today's challenging and changing business world.
- **High--Touch Approach and Personal Service:** We tailor our tools and approaches to your specific needs and goals. We identify your skills, interests and motivations. We work directly with you and employees of our corporate clients.

What are the Benefits of Working With a Coach?

As with any discipline, a coach will work hand--in--hand to help you achieve your goals. A coach helps you define goals for your life and your work, then plot a strategic course to help you achieve those goals. Equally important, a coach will be there to support you and hold you accountable to the goals you established together.

To Download a PDF With Tips On How To Hire A Coach, [CLICK HERE](#).

Let The Career Group position you for even greater success. Visit www.thecareergroup.net for more information.

