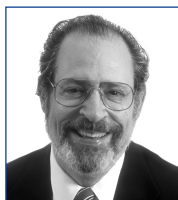


CareerSmart Advisor™

Strategies & Solutions for Your Career Success

A Note From Dave

As we prepare for the holiday season around here at ExecuNet, it marks just the beginning of a significant celebration for us. January will officially mark our 20th year serving the needs of our executive members. Since 1988, we have served as your resource and your confidant through your career journey. For that, I (along with our entire team) am extremely proud.



We hope that our job postings helped you land the new position that you sought, and that our forums provided an outlet for you to share your thoughts and gain valuable insights from your fellow ExecuNet members as well as our stable of knowledgeable coaches.

We just launched a new logo that we feel truly captures all that we strive to accomplish for our members. “Connecting leaders since 1988” is what we’ve done and will continue to do for years to come. A large component of keeping you connected is providing our members with important data with which they can effectively manage their careers.

For the last 15 years, we have compiled valuable market intelligence in our *Executive Job Market Intelligence Report*. The next survey is coming up early next year, and we want to continue to bring you the latest data to help with your career planning. When you receive your survey, I encourage you to take the time to respond — we truly value your opinions — and together, we can continue to create a beneficial resource for everyone.

Finally, with this last issue of *CareerSmart Advisor* for 2007, I would like to thank you for joining us on our journey. We look forward to continuing the ride in 2008 and beyond. Happy Holidays from all of us at ExecuNet!

Sincerely,



Dave Opton
ExecuNet Founder & CEO
www.execunet.com/davesblog

Your Leadership Wish List for 2008

By Marji McClure

What’s on your leadership wish list for the New Year? What kind of leader do you want to be? Do you have particular goals that you want to personally achieve? Have you set goals for your team and your company for 2008? The end of the year is a perfect time to assess your leadership skills and determine if they’re taking you in the right direction.

We tapped into the expertise of a collection of leadership coaches, strategists and trainers for their advice on what leaders should include on their wish lists and how to accomplish their new goals for the New Year. Here, they also offer advice on how to determine those goals and why it’s so important for leaders to take such an active role in their career management.

Scott Eblin, leadership strategist, author of *The Next Level: What Insiders Know About Executive Success* and president of *The Eblin Group (EblinGroup.com)*:

“Use the beginning of the year as an opportunity to resolve that you’re going to regularly ask your stakeholders for feedback on what you should keep doing, start doing or stop doing to be a more effective leader. Not only will you get valuable information for calibrating your leadership, you’ll set an example for others on the value of transparency and continuous personal improvement.

Most organizations have regular strategic planning retreats in which goals are set, re-assessed, clarified and communicated. Adopt that habit for yourself by setting aside a few days each year to take a personal strategic planning retreat. If you have a life partner, go with him or her. Make the mix of the retreat about 70 percent rest and relaxation and about 30 percent think and review time. You may need to front-load the R&R to get yourself in a productive frame-of-mind for the think time. My wife and I have followed this routine for the past 10 years and attribute many of the good things in our personal and professional lives to the connection and insights we develop during the retreats.”

Linda Dominguez, CEO, *Executive Coaching and Resource Network (Executive-Coaching.com)*:

“Every employee, manager and leader must connect her goals to the goals of her entire organization. If there is a mismatch, it’s time to

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