



NENNI
ASSOCIATES

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Job Creation
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Nenni and Associates

Overview

History:

- Founded by Michael Nenni over 15 years prior
 - Built on a foundation of Strong Ethics and Morals
- Started as a boutique search firm
 - Servicing \$50 MM+ firms - Fortune 100 clients

Services:

- Executive Recruiter
 - Strategic, Retained, & Contingent
- Employment Branding
- Market Intelligence
- Consultative Services:
 - Mergers & Acquisitions
 - Organizational Development
 - Personality Assessments
 - Talent Evaluation
 - Coaching & Mentoring
 - And more...



Nenni and Associates

Overview

Industries & sub-markets:

- Started in Energy Services – core market
- Expanded into:
 - Lighting Retrofit & Controls
 - HVAC
 - Building Automation
 - Facilities Management
 - Demand Response
 - Mechanical Services
 - Audit & Compliance
 - Utilities & Renewables
 - Healthcare
 - Financial Services

Functional Areas:

- Work on all positions including:
 - Executive (C & V level)
 - Managerial
 - Sales & Performance Contracting
 - Engineering
 - Marketing
 - Finance
 - IT



Our Differentiator

Recruiter 1.0 v. Nenni and Associates

RECRUITER 1.0

- Process Focused
- Shotgun/Low Hanging Fruit
- Active/Motivated Job Seekers

- Top 2 from Database/Job Board

- Fill a position and move on

NENNI AND ASSOCIATES

- End Result Focused
- Strategic/Surgical Approach
- Non-active/passive – Currently employed with successful track record.
- “Best talent & fit” to company & management culture
- Continually foster relationship



Nenni and Associates

Our Value Add



Relationships

- the key to success!

- They start early in one's career and continue until retirement.
- Provide unbiased mentoring for those facing career obstacles & cross-roads.
- True interest in people!

Market Intelligence

• In depth understanding of:

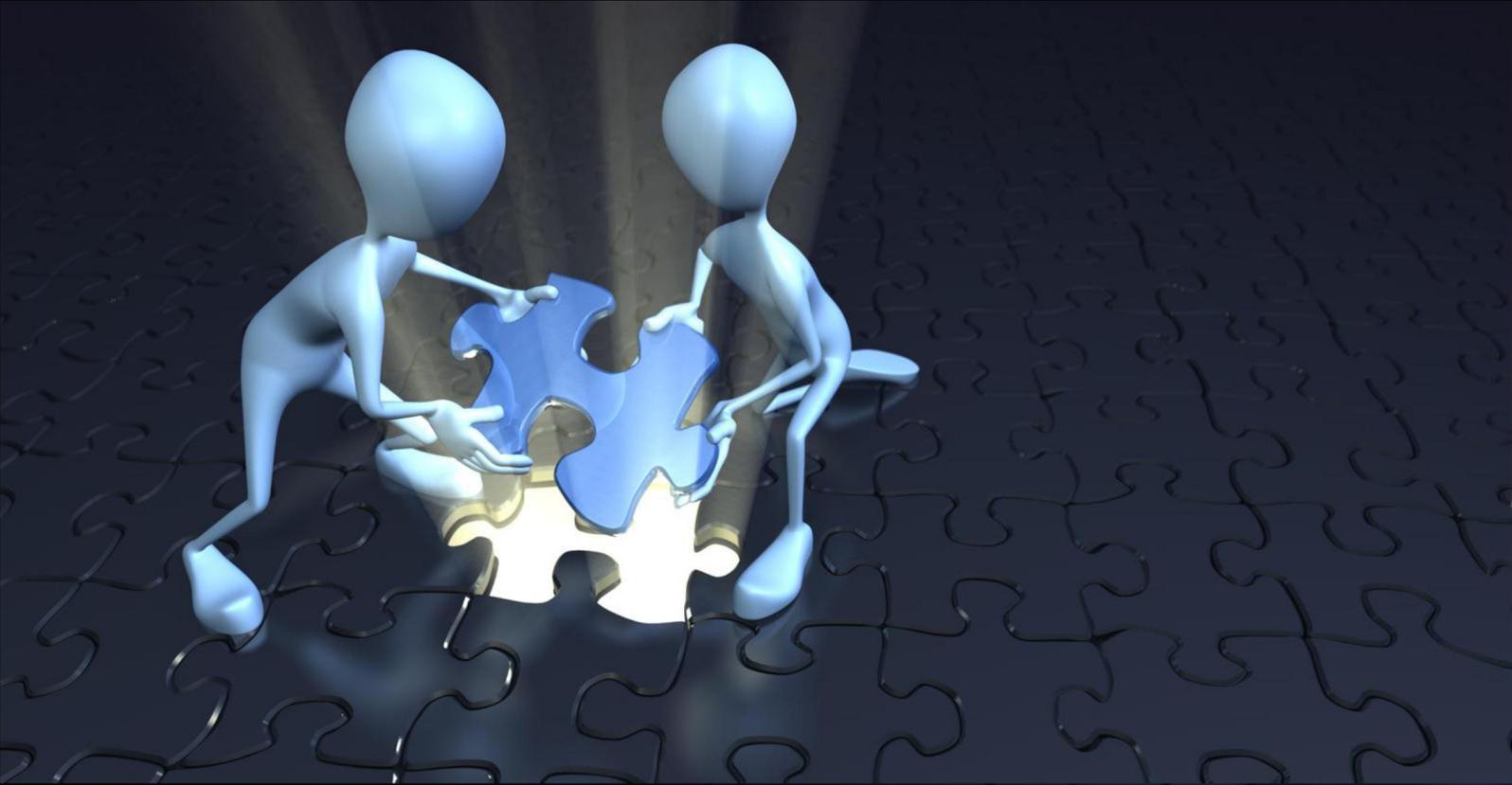
- The customer,
- The leadership,
- The organizational structure
- The team

- The competitive landscape,
- the Industry, and
- Market trends.

Customized Solutions

- Right fit, right time.
- Successful long-term strategies.





JOB CREATION

Finding the Right Job for YOU!!!



"What color is your parachute? 2012" ~ Richard Nelson Bolles



Develop a Plan



1. Define attributes of companies that are important to you.
2. Identify geographical boundaries.
3. Develop requirements for the right position:
 - Responsibilities – are they a match?
 - Compensation: Type & amount
 - Local v. road warrior
 - Career growth opportunity
4. List companies that fit these needs



Build Your Network

Join Professional network groups

- Find organizations focused on your discipline.
- Actively participate in group activities.
- Develop new skills through participation.

Develop a Profile on professional network sites

- Utilize Linked In and other sites to develop a professional profile.
- Clean up and privatize any social accounts that may not portray you in a professional manner.
- Google yourself for any information that may be posted on the web.

Selectively use Job Boards

- Small fish in large pool.
- Blanket posting diminishes your value.
- Post Sunday night.

Customize your resume

Assertion Section

- Assertions of your abilities, qualities, and achievements.
- Advertisement about your ability to do the job.
- Entails your Objective, Summary, Skills & Accomplishments

Evidence Section

- Backs up your Assertions
- List and describe your education and experience.
- Divided into Experience, Education, Awards & Certifications, Professional Affiliations, Civic/Community Leadership
- The statement “References Upon Request” is not needed.

- Provide your first impression to the company.
 - Get an interview, not a job.
- Summarizes why you fit the job requirements.
- Defines level of responsibility and industry knowledge.

- Resumes get only few seconds of attention;
 - Resumes should be written in “Subtitle Advertising copy” style
- Toot your horn, don’t be modest;
 - **Don’t Lie or Over-embellish**
- Focus on the employer’s needs, not yours.

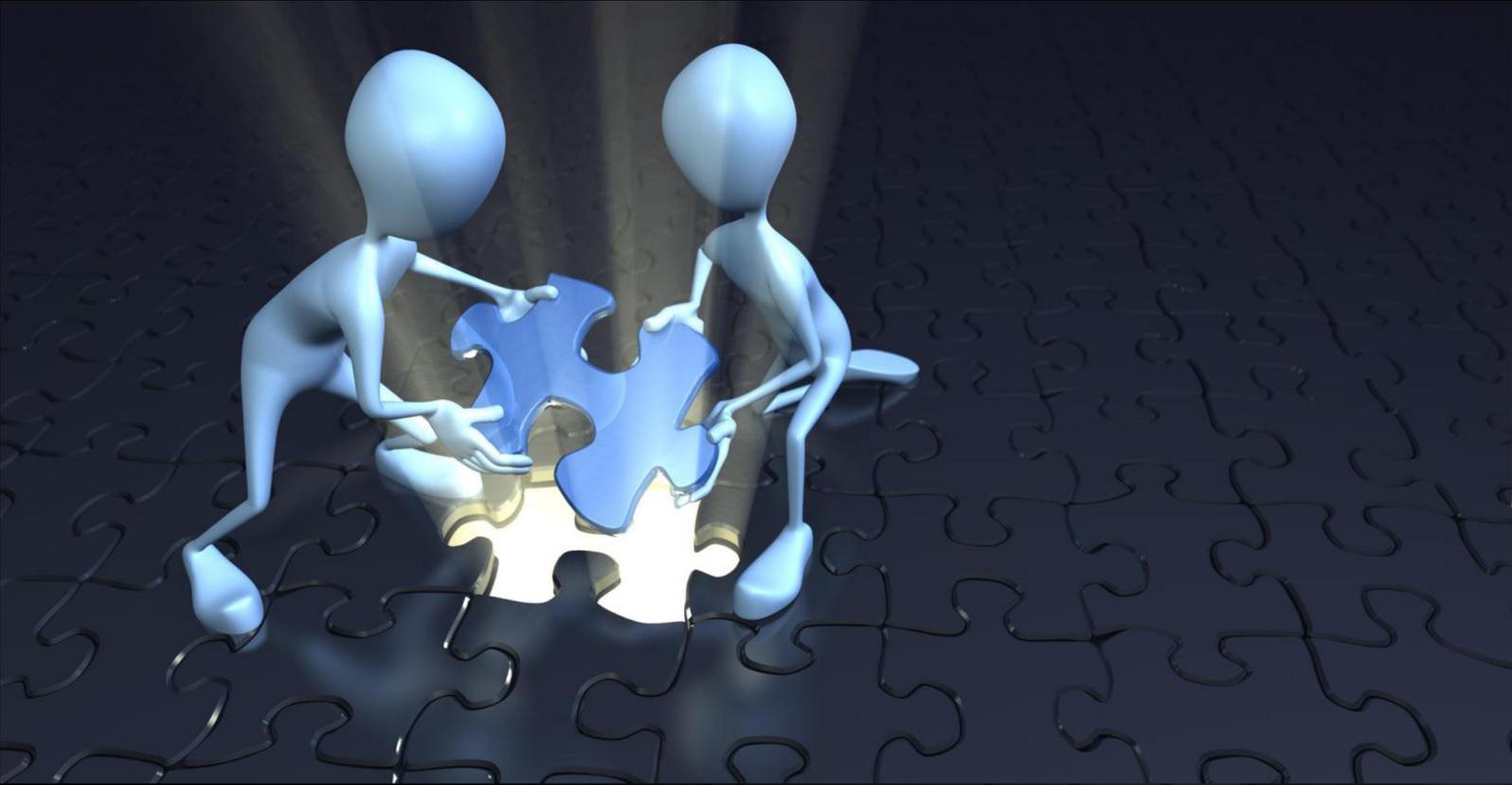


Target your Opportunities



- Define your target companies.
- Ask your contacts if they know anyone within the company.
- Make contact with people who work in the company of interest.
- Never ask for a job when networking.
- Ask for additional information about the company or position.
- Don't be afraid to ask for help.
- Always end the conversation asking for the next lead.
- Find out the best method to get your resume into the company.
- Try to get a warm introduction to the hiring manager.
- Always remember that you are about 3 degrees away from the decision maker.





Nenni and Associates

Helping companies...

...One person at a time

