

ACE Honors Clients and Referral Network to Celebrate 20th Anniversary

“For 20 years a cadre of generous professionals have provided a referral network to benefit ACE clients and to help their colleagues, friends and family members obtain the assistance they need to build successful careers,” reports a grateful Linda Baugh, President of American Career Executives® (ACE).

To honor the wonderful clients and the referral network that has helped them achieve career successes, each quarter this year ACE will profile one client from each 5-year period of its history (1985-2005), as well as a distinguished referral network professional.

Client Honoree: Judi (Carns) Hayer

This quarter, ACE is honoring former client Judi (Carns) Hayer of Phoenix. Judi first contacted ACE in 1986, as a referral from Pat Bolstad. As evidenced by Judi’s letter below, a unique characteristic of ACE is that the company enjoys long-term relationships with clients, and most clients come from personal referrals.

(Turn to page 3 to read about our Referral Network Honoree)

JUDITH R. HAYER

January 24, 2005

Dear Linda:

Has it really been 20 years since I had my first career appointment with you? I just can’t believe it!

I do remember that at that time, I was trying to make a career change out of the printing equipment sales industry to healthcare. I was miserable and frustrated. You helped me get focused on what to do. You created a GREAT resume for me, and I got my first job in healthcare.

Two years later, my company was closing, so I called you again, and you helped me transition to another healthcare company. Then in 1990, I was ready to make another change to working with a private doctor in marketing his practice. Again, I sought your advice on how to approach him.

In fact, every career move I have made in 20 years, I have called you again for your wisdom and advice. Linda, your business is not a transaction business; it is a caring, relationship-building business. You have shown concern about my work and my life for all these years.

When we met, my son was 13 years old. When he grew up and needed career guidance, I sent him to you. When he married, I referred my daughter-in-law. I referred my stepdaughter to you. And, I have referred many important industry contacts in my circle of influence to ACE because I trust that you have each person’s best interest at heart. I have received only thanks and praise from those that have used your services at my suggestion.

Just one thing, please don’t call me your “oldest client,” OK?

My Very Best To You,

Judi Hayer
Judi Hayer



Job Search Success

Some of the positions obtained by ACE clients:

Director

Senior Financial Analyst

Customer Account Manager

Revenue Manager

General Manager

Systems Engineer

Sales Assistant

Sales Agent

Where ACE clients got hired:



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Happy 20th Anniversary, ACE!

By Mary K. De Baker

In 1985, Linda Baugh had a very lucrative job in the Executive Search industry recruiting executives from all over the country for jobs in major companies (working on 100% commission). Over time, she became more interested in helping the **people** pursuing new jobs than with simply filling open positions. After telling two candidates not to take job offers because she didn't feel it was the best career move for them, Linda followed her heart and started what is now American Career Executives. She wanted her business to be a relationship-based, not transaction-centered company — one that would improve the quality of people's lives, both professionally & personally, by dramatically increasing their career opportunities, lifestyle satisfaction, and financial success. For the past 20 years, together with a team of employment and career experts who specialize in the Arizona job market, Linda has been doing just that ... and is happy to report a 91% success rate!

Thanks to the efforts of Linda and her very capable team, more than 6500 professionals, executives and college grads have obtained face-to-face



Linda J. Baugh
ACE President

meetings with hundreds of Arizona's top decision makers and referral sources, which have led to job offers in virtually every industry imaginable. This has saved ACE clients from having to compete against the massive quantity of other candidates responding daily to newspaper ads and online job postings. Not only have clients saved time in their job search; but, using its proven, personalized methods, ACE has shown them how to reap salaries that are thousands of dollars above their initial expectations — some ACE clients, in fact, have positioned themselves financially to realize \$100,000-\$1,000,000 in additional income over the life of their careers! Compensation is only one variable of the hiring process with which the ACE team assists clients; they also offer advice on benefits, perks, more vacation time, relocation packages, sign-on bonuses, stock options, and more.

In 20 years, Linda's vision has expanded its services to include: Career Testing & Counseling, Employer-Keyed™ Resume Development, Job Market Research, Executive Career Coaching, Job

Search & Placement, Interview Preparation & Coaching, Job Offer Negotiation, as well as Relocation Assistance and Outplacement. Additionally, ACE has assisted clients in launching successful consulting businesses, in buying businesses, and in finding business partners to achieve their personal and financial goals.

Adding Pamela Roe Ehlers as Vice President in 2004, "...was a real 'coup' for our clients," Linda stated. Pamela's exceptionally high standards of service to clients, coupled with her incredible network, will help propel ACE into the next decade.

When asked how she feels about her accomplishments, Linda replied, "I am proud of what my company has become, and I look forward to many more years of assisting people in fulfilling their career goals."

(Ms. De Baker is a freelance writer, desktop publisher & consultant who has assisted ACE, since July 2004, with several Marketing & PR projects, including quarterly newsletters, monthly eZines, various press releases, etc.)

Keep a diary of your accomplishments at work. Then when you ask for a raise, you'll have the information you need to back it up.

DID YOU KNOW?

Only 4% of hiring results from online and newspaper "Help Wanted" ads and less than 14% through headhunters. That means more than **70%** of hiring is the result of personal contacts and referrals.



Referral Network Honoree (Continued from page 1)

Also honored this quarter is **Jane Lance**, Regional Vice President, and the team of outstanding professionals at **Right Management Consultants**, the Valley's premier outplacement and management consulting firm. The company is known for its innovative leadership in the Human Resources arena, locally and internationally. Al O'Connor founded and still facilitates the "HR Roundtable" held at the Right Management offices on a monthly basis. ACE is proud to be the sole referral source for individual career services for the Phoenix office of Right Management Consultants.

Linda J. Baugh, President
American Career Executives
2400 E. Arizona Biltmore Circle, Suite 2230
Phoenix, AZ 85016

Dear Linda:

This letter is to congratulate you on your 20th anniversary in business. My goodness, I remember when we first met, nearly 20 years ago, at the Arizona Career Development Association when you were on the Board of Directors. At the time, you were a solo career practitioner and I was one of three original staff at Nelson Harper & Associates, now Right Management Consultants. In fact, I recall that we hired you on several occasions to run job search seminars for our clients in the "early days."

Today, I am Regional Vice President of Right Management Consultants, and you have a company that has blossomed into THE most respected career management firm in the industry in Arizona. I say that with all certainty from observing your work and business over these nearly 20 years. And, that is the reason that we here at Right refer ALL the people who call us seeking individual career and job search assistance to you. I believe the record shows that **we have confidently referred more than 156 (one hundred fifty-six) professionals and executives to American Career Executives over the past seven years.**

Keep up the good work!

Warm Regards,


Jane Lance, Regional Vice President
Right Management Consultants



Thank You!

Thanks to the following for your referrals!
We greatly appreciate your confidence in ACE!

Dan Anderson

Carol Beckett

Mac Brady

Jim Clark

Scott Como

Ray Costello

Hana Deiter

Gayla Doucet

Dave Dziedzic

Dan Gonen

Danny Gonzales

Michael Goodman

Terry Hindmarch

Ray Hirsch

Rich Hoefle

Debra Jackson

Barry Kenyon

RJ Lancaster

Life Balance One Source

Mark Long

Jay McFarlane

Deanna Melnychuk

Marilyn Mishkin

Mike Mount

Right Management Consultants

Ken Sandhaus

John Spencer, Fountain Head Staffing

St. Pat's Employment Ministry

Vicki Swain

Donna Tucker

Barbara Urlaub

Jamie Weber

Sue Wierwo

Donna Wilson

Are you unsatisfied with your current working situation or in a career transition? How many meetings have you gotten so far? Have they been with the right people for the right jobs? If not, visit ACE's website — www.amcareer.com — and take our Confidential Career Assessment. Start now to improve your results!

ACE Clients “Get Motivated”

By Mary K. De Baker

On February 15, at 7:30 a.m., 25 very grateful and excited ACE clients and guests stepped into America West Arena in anticipation of the sold-out “Get Motivated!” Seminar. Thanks to the tremendous generosity of ACE’s President, Linda Baugh, I was one of those lucky 25. The atmosphere was highly charged in anticipation of an awe-inspiring day ... and we were not disappointed!

Our first speaker, Tom Hopkins, noted that the way a question is worded will determine how it is answered. I especially liked his “Alternate of Choice” method: ‘When can we get together?’ vs. ‘I can clear my calendar on Tuesday at 2:00 or Thursday at 1:00, which one works for you?’—the latter allowing for a more positive response.

Zig Ziglar said, “*Your attitude makes the difference,*” and “*You don’t drown if you fall into water, only if you stay there!*” He suggested we change where and what we are by changing what goes

into our mind, and that a vocabulary-building course is a good place to start.

General Tommy Franks believes “Relationships” are most important, while Joe Montana said it’s all about “Teamwork.” Phil Town showed us techniques of Successful Investing, Peter Lowe’s message was about reducing FEAR—False Evidence Appearing Real, and James Smith inspired me to sign up for his extremely-reduced-rate 3-day Real Estate Investing Bootcamp. Jerry Lewis had us in stitches noting that a good sense of humor goes a long way in business, and our last speaker, Rudy Giuliani, inspired us with his Six Principles of Leadership.

I’m sure I speak for all 25 of us when I say THANK YOU to Linda & ACE for this fabulous experience!!

“(Sometimes SHIFT HAPPENS and it turns out GREAT!) Thanks for helping me learn how to get started in my career ...”

After only one and a half months of working with the team of professionals at American Career Executives, I feel like I have learned so much about myself and the way I approach my career objectives. ...after participating in the valuable informative seminars and personal coaching sessions, I feel like I have some direction. I am focused in a process of re-branding myself to better communicate my experience and value to a company based on their needs/environment.

I am more confident. I have a sense of direction. I have a plan. I have never felt so prepared for an interview as I do now. I have intention; I know what I want to communicate, and I have learned the technique of conveying my conscious competency to a potential employer.

I am happy to report that, just today, I accepted a job with the employer that I wanted most. I cannot begin to express my gratitude for your extremely valuable assistance!

Warmest regards,

J. Z.

Success Testimonial

Got it!

“Thanks to all of you, I received the job offer from the American Red Cross. I am elated! I will start my new job on January 3rd. Pam has the details of the offer, and we both agree that it’s a great offer and job opportunity. Again, thanks Linda and Pam for the heads-up about the job announcement!”

~W.C.

MEMO

“High tech will never replace high touch in finding a job!”

~Linda J. Baugh,
ACE President

Now that you are in your new job...



ALUMNI CORNER

How are things going?

Is the “honeymoon” over?

You have experienced a successful transition; however, you may have some questions you’re not quite sure how to get answered.

Are you finding the need to work on relationships, internal politics, advancement, performance, assignments, or professional development?

As a NEW service for ACE “graduates” (those who have landed in a new opportunity), we want to help you PROSPER in your new career—working ON your career, not just IN a job!

Here are some of the comments and questions that come up after starting a new job:

- “The person who hired me six months ago was just let go by the company, the new executive has a far different style and philosophy. What can I do to develop my relationship with the new boss?”
- “My first month on the job I discovered that my peers are all making \$5,000 more than the salary I accepted.”
- “The branch assignment that I was offered was changed once I reported for work. I am now commuting twice as far as I had planned, and I am concerned that other aspects of the offer, which were in writing, may not be honored.”
- “I just found out that one of my subordinates was a candidate for the position I just accepted. I want to do the right things to help this person be a productive team member and, frankly, to avoid any sabotage.”

What is YOUR question or concern?

In next quarter’s newsletter and continuing forward, we will be adding a Q&A column entitled “**Alumni Corner**” where we will do just that — answer your questions regarding any issues you may face in your day-to-day work. Submit your questions to: ALUMNI Q&A c/o Pamela Roe Ehlers at Pehlers@amcareer.com.

Your ACE Team

Linda J. Baugh,
President

Pamela Roe Ehlers,
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Allan Brinson,
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Nancy Gibson,
Client Services Coordinator



*“Life’s journey
is not to arrive
at the grave safely in
a well-preserved
body, but rather to
skid in sideways,
totally worn out,
shouting,
‘Holy cow...
what a ride!’”*

~Zig Ziglar
“Get Motivated” Seminar,
February 15, 2005