

There is both an art and a science behind the process of finding your ideal job. If you are a leader in transition (currently unemployed), at least 70% of your time should be dedicated to networking with individuals that are both *willing and able to hire you*, OR with the trusted advisors of the leaders who can (Coaches, Bankers, Attorneys, Consultants, Private Equity firms, etc.). Once you reach the Director-level, it is very unlikely you will land your next job through an online posting. Networking is critical. Below, you will find various resources, groups and individuals that could help you build a powerful “sphere of influence”, which will assist you in creating the *right* activities that lead to your ideal job. \* If we omitted quality resources, groups, technologies or Recruiters that should be on this list, please be sure to contact Kristen Kenton.

### **List of Associations, Events & Groups (Colorado-focus)**

For a more complete list of Colorado-based associations and groups/events, visit:

[www.denverbizlist.com/specific/Business-Associations.htm](http://www.denverbizlist.com/specific/Business-Associations.htm) or <http://www.denver.com/organizations>.

Don't forget to join groups on LinkedIn!

All Industries: visit [www.meetup.com](http://www.meetup.com) to find groups using specific criteria (geography, industry, etc.).

- Colorado Executive Network <http://coloradoexecutivenetwork.org/>
- Networking in Denver: <https://www.meetup.com/topics/executive-networking/us/co/denver/>
- Colorado Thought Leaders Forum (CTLF): [www.ctlf.org](http://www.ctlf.org)
- Association of Corporate Growth (ACG) Denver <http://www.acg.org/denver/default.aspx>, ACG serves 90,000 investors, owners, executives, and advisers to grow middle-market companies.
- National Association of Corporate Directors (NACD) <https://www.nacdonline.org>, NACD empowers more than 17,000 BOD Directors to lead with confidence in the boardroom.
- Network After Work: [www.networkafterwork.com](http://www.networkafterwork.com). A professional community consisting of Entrepreneurs, Professionals, Executives and Thought Leaders who value networking.
- Turnaround Management Association (TMA) <http://www.turnaround.org/rockymountain>, TMA members are professionals that seek to strengthen the economy by saving distressed businesses.
- World Trade Center, Denver: [www.wtcdenver.org](http://www.wtcdenver.org), serves international business professionals.
- Denver Chamber of Commerce, [www.den-chamber.org](http://www.den-chamber.org) | South Metro Denver Chamber of Commerce, [www.bestchamber.com](http://www.bestchamber.com)
- Denver Executive Association/ American Business Advisors, [www.denverexecutiveassociation.com](http://www.denverexecutiveassociation.com)
- Colorado Non-Profit Association, [www.coloradononprofits.org](http://www.coloradononprofits.org)
- International Business Circle, [www.ibcircle.com](http://www.ibcircle.com) (international business professionals).
- Tie Denver, <https://denver.tie.org/> (Entrepreneurs and Business Owners). The heart of TiE focuses on Mentoring, Networking, Education, Funding, and Accelerator programs.
- Built in Colorado: [www.builtincolorado.com](http://www.builtincolorado.com). Start Ups and Tech.

## **List of Associations, Events & Groups (Colorado-focus) - continued**

### Finance:

- Financial Executives International [www.feicolorado.org](http://www.feicolorado.org)
- Financial Executives Networking Group (FENG) [www.thefeng.org](http://www.thefeng.org)
- Accounting & Financial Women's Association, [www.afwa.org](http://www.afwa.org)

### Human Resources/Talent Management:

- Rocky Mountain HRPS - HR People + Strategy [www.hrps.org](http://www.hrps.org)
- SHRM (Society for Human Resources Management) [www.shrm.org](http://www.shrm.org) or Colorado SHRM [www.co.shrm.org](http://www.co.shrm.org)

### Marketing/Communications:

- BMA (Business Marketing Association), [www.marketing.org](http://www.marketing.org)
- IABC (International Association of Business Communicators), [www.iabc-colorado.com](http://www.iabc-colorado.com)

### Technology/Software & Cloud:

- Colorado Technology Association (CTA), [www.coloradotechnology.org](http://www.coloradotechnology.org)
- SIM Colorado (formerly RMIMA), [www.rmima.org](http://www.rmima.org)
- Association of Information Technology Professionals (AITP Mile High): [www.aitpmilehigh.org](http://www.aitpmilehigh.org)

### Professional Women:

- Executive Women's Summit (EWS), [www.executivewomenssummit.com](http://www.executivewomenssummit.com) (Kristen Kenton's senior-level and exclusive networking and professional development organization)
- Colorado Women's Chamber of Commerce, [www.cwcc.org](http://www.cwcc.org)
- WoMAN (Women in M&A/Corporate Development), [www.womancolorado.com](http://www.womancolorado.com)
- Boulder Business and Professional Women, [www.bcn.boulder.co.us/community/bpw](http://www.bcn.boulder.co.us/community/bpw)

## **Recruiters - Retained, and Senior-level Contingent (Colorado-focus):**

The unfortunate reality is that most Recruiters (especially retained firms) are not helpful to people when they are in career transition. There are a multitude of mediocre reasons for this. However, the bottom line is that Recruiters are paid by companies and not by individuals. **\*Kristen recommends spending less than 10% of your time with Recruiters during your transition. Make sure they receive a clean, two-page version of your chronological resume, with a short cover letter/ elevator speech pasted into the body of an email.**

For a more complete list of national & International Recruiters, visit: [www.ritesite.com](http://www.ritesite.com).

- Kenton Talent Management (boutique, Director-level + retained search and human capital consulting) – [www.kentontalent.com](http://www.kentontalent.com). Kristen Kenton, President, [kristen@kentontalent.com](mailto:kristen@kentontalent.com).
- DHR Intl. (retained) – International, large, executive-level, [www.dhrinternational.com](http://www.dhrinternational.com) or Martin Pocs, Denver-based Managing Partner: [www.dhrinternational.com/consultants/about-global-executive-search-consultants/martin-m-pocs](http://www.dhrinternational.com/consultants/about-global-executive-search-consultants/martin-m-pocs)

## **Recruiters - Retained, and Senior-level Contingent (Colorado-focus) – continued:**

- Heidrick & Struggles (retained) – International, large, executive-level, Ron Brown is in Denver & San Francisco. [www.heidrick.com/Where-We-Work/Consultants/Brown\\_Ron\\_10020](http://www.heidrick.com/Where-We-Work/Consultants/Brown_Ron_10020)
- Adam James International (retained) – Primarily Finance- retained, mid and executive-level. Managing Partner: Ken Philbrick ([ken@AdamJames.com](mailto:ken@AdamJames.com)), <http://adamjamesinternational.com/our-people.html>.
- Spectrum Search Partners (retained) - Boutique, mid and executive-level, [www.spectrumsearchpartners.com](http://www.spectrumsearchpartners.com). Denver-based, Managing Partners: Kevin Hahn & Tom Shahnazarian
- Sheer Velocity (mix of contingent & retained) – Boutique, mid and executive-level, Denver-based Managing Partners are Jon Gordon & Debra Young, [www.sheervelocity.com](http://www.sheervelocity.com), 303-900-8120
- Wheless Partners (retained) – boutique, mid and executive-level, [www.whelesspartners.com](http://www.whelesspartners.com). Mike Wheless is Founder, [ceo@whelesspartners.com](mailto:ceo@whelesspartners.com), and Denver-based Recruiter is Rae Freeman, [inquire@whelesspartners.com](mailto:inquire@whelesspartners.com)
- EFL & Associates, (retained) – Boutique, mid and executive-level, [www.eflassociates.com](http://www.eflassociates.com), Dan Cummings is Denver-based President, [dcummings@eflassociates.com](mailto:dcummings@eflassociates.com)
- McAleer Gray (retained) – Boutique, mid and executive-level, [www.mcaleergray.com](http://www.mcaleergray.com). Terry McAleer & Brad Gray are Denver-based, Founding Partners (came from Korn Ferry)
- Tri-Search (retained and custom project recruiting) – Boutique, entry-level professionals thru C-suite. [www.tri-search.com](http://www.tri-search.com), Bob Aylsworth, CEO/ Founder or John Grahame/CO-based Partner.
- Tierney Talent Ventures (retained) – Boutique, mid and executive-level, mid and executive-level. Kay Tierney is Denver-based Founder: [www.tierneytalentventures.com](http://www.tierneytalentventures.com), [kay@tierneytalentventures.com](mailto:kay@tierneytalentventures.com)
- Lean HR Consulting (retained) – Uli Mueller, Denver-based President, specializes in mid and executive-level search and Leadership Consulting, [uli@leanhrconsult.com](mailto:uli@leanhrconsult.com), [www.leanhrconsult.com](http://www.leanhrconsult.com)
- HRQ (retained and staffing, HR consulting) – Specialty HR practice areas: staffing and permanent Human Resources (and related). <http://hrqinc.com>.
- Oakwood Search (mix of retained and contingent), Specialty area: Finance/Accounting, mid thru senior-level, [www.oakwoodsearch.com](http://www.oakwoodsearch.com), [info@oakwoodsearch.com](mailto:info@oakwoodsearch.com), 303.745.2504, Denver-based Managing Partners - Brian McIntyre and Jake Norris
- Spencer-Ogden (mix of retained and contingent), boutique, mid thru senior-level. Lars Gloessner - Denver-based Partner: [lars.gloessner@spencer-ogden.com](mailto:lars.gloessner@spencer-ogden.com), 1-720-643-2159
- Continuum Search Partners (contingent), Jeffrey Kahn, Managing Partner, boutique, mid thru senior-level, [www.continuum-search.com](http://www.continuum-search.com), 303.835.4401, [info@continuum-search.com](mailto:info@continuum-search.com)
- J2T Recruiting Consultants (contingent), Charlene Landers, Director of Recruiting, Specialty area: Finance/Accounting, [www.J2T-recruiting.com](http://www.J2T-recruiting.com)
- Paragon Recruiters (contingent), Molly Malone, Boulder Director, Specialty area: Finance, Accounting & Tax, [www.paragonrecruiters.com](http://www.paragonrecruiters.com)

## **Recruiters - Retained, and Senior-level Contingent (Colorado-focus) – continued:**

- Verus Partners (contingent), Chet Marino, Denver President/Founder, boutique, mid thru-senior-level, [www.veruspartners.net](http://www.veruspartners.net)
- Rocky Mountain Recruiters (contingent) Mike Turner, Denver-based President/Founder, Specialty areas: Finance/Accounting & Natural Resources, [www.RMRecruiters.com](http://www.RMRecruiters.com)
- Robert Half Management Resources (contingent) - staffing and permanent, Specialty practice areas: Accounting/Finance, IT, [www.roberthalf.com/denver](http://www.roberthalf.com/denver)
- RMA: Resource Management & Acquisitions (mix of contingent and retained), boutique, mid thru senior-level. The firm has over 60 locations. Denver: [denver.colorado@rmasearchfirm.com](mailto:denver.colorado@rmasearchfirm.com), 888-646-2607
- Lucas Group, Denver (contingent) - Specialty practice areas: Accounting, Finance, Human Resources, Manufacturing, IT. <http://www.lucasgroup.com/executive-search/denver-recruiters>. Rebecca Dappen is Managing Director, Denver: 800.466.4489
- Bradsby Group, Denver (mostly contingent) – Boutique with roots in Oil/Gas, Senior-level search work. Greg Peay is Founder/ CEO, [www.bradsgroup.com](http://www.bradsgroup.com), (303) 813-8100
- High Country Search, Denver (contingent) – Boutique, mid and senior-level search work. Monte Merz is Denver-based President/Founder, <http://highcountrysearch.com/team-high-country-executive-search>
- Colorado Corporate Search (contingent) - Specialty practice areas: Accounting and Finance. <http://www.coloradosearch.com>. Amy Duclos is Denver Founder: [amy@coloradosearch.com](mailto:amy@coloradosearch.com).
- Doro Search (contingent) – Denver-based, Founder: Chip Doro. Specialty practice areas: Boutique with roots in Manufacturing & Distribution, mid and senior-level talent. <http://www.dorosearch.com>.
- Experience Factor (contingent) – boutique, mid and some senior-level, Denver-based President, Stephanie Klein, [www.experiencefactor.com](http://www.experiencefactor.com), [info@experiencefactor.com](mailto:info@experiencefactor.com), 303.300.6976
- Goldstone Partners (contingent), boutique, mid and some senior-level, [www.goldstonepartners.com](http://www.goldstonepartners.com), Denver-Based President, Kimberly Lucas, [success@goldstonepartners.com](mailto:success@goldstonepartners.com), 720.596.4889.
- Pendleton Resources (contingent), Specialty practice areas: Oil & gas, Engineering, Natural Resources, Transportation, Power. Denver-based President/Founder Michael Jacobs, [www.pendletonresources.com](http://www.pendletonresources.com)
- Tension Group (contingent), staffing and permanent, all levels, [www.tensiongrp.com](http://www.tensiongrp.com), Specialty areas: Finance/ Accounting, Banking, Denver-based Director: Jeff Beilstein, [resumes@tensiongrp.com](mailto:resumes@tensiongrp.com), 303-320-8486
- TGRP Solutions (contingent) – staffing and permanent, all levels, [www.tgrpsolutions.com](http://www.tgrpsolutions.com), Specialty area: Finance/Accounting, Denver-based Recruiter: Ginny Burkey, [gabby@tgrpsolutions.com](mailto:gabby@tgrpsolutions.com)
- LINK Recruiting Group (contingent), boutique, all levels, [www.linkrecruitinggroup.com](http://www.linkrecruitinggroup.com), Denver-based Managing Partner: April Walters, [april@linkrecruitinggroup.com](mailto:april@linkrecruitinggroup.com)

## Outplacement Firms & Transition Coaching Resources (Colorado-focus):

Outplacement firms typically partner with companies to help individuals that were laid-off, or part of reductions in force (RIFs). Although most of these firm's clients are companies/organizations, many also offer assistance to senior-level individuals looking for their next job. Most of these firms help their client's former employees create or enhance "self-marketing materials" (resume, social media brand, "elevator pitch" development, etc.), and they also provide training behind the process of looking for a job. Most *will not* provide introductions to potential employers or connectors.

- Career Con-X/ TMS Executives In Transition Program- CEO, Patrice Barber: <https://executivesintransition.org/>
- RiseSmart (provides lists/comparison tools for selecting an outplacement firm): [www.risesmart.com](http://www.risesmart.com)
- ICC - Innovate | Coach | Consult - Denver President, Shawna Simcik [www.innovateicc.com](http://www.innovateicc.com)
- Right Management [www.right.com](http://www.right.com)
- Lee Hecht Harrison: [www.lhh.com](http://www.lhh.com)
- Quest Outplacement: [www.questoutplacement.com](http://www.questoutplacement.com)
- Resnik Partners: [www.resnikpartners.com](http://www.resnikpartners.com)

## Networking Resources & Technologies:

- [www.linkedin.com](http://www.linkedin.com) is one of the most helpful social media and business networking tools you will leverage during your transition. Having a complete profile on LinkedIn will provide greater visibility and access to company and people lists, jobs, groups, associations/events, etc. You can also upload your resume directly to LI. **\*KTM recommends using LinkedIn's advanced search feature to identify 30-50 companies/prospective employers. Start where you have the most relevant experience from an industry and function standpoint. Also type specific company targets into the search bar to identify individuals within your network (as well as 2<sup>nd</sup> and 3<sup>rd</sup> level contacts) that may be willing to provide warm introductions.**
- For a list of the 50 best market research companies/tools (when creating lists of target employers/individuals), visit: [www.greenbookblog.org/2014/01/31/the-50-most-innovative-companies-in-market-research](http://www.greenbookblog.org/2014/01/31/the-50-most-innovative-companies-in-market-research).
- [www.infoUSA.com](http://www.infoUSA.com), Jake Albanez, [Jake.Albanez@infogroup.com](mailto:Jake.Albanez@infogroup.com) is national customer service representative. Search online database for companies, individuals/employers by geography, industry, SIC codes, etc. (Similar to Hoovers or Lead411, but InfoUSA is free).
- [www.bizjournals.com/denver](http://www.bizjournals.com/denver) - The Business Journal publishes the "Book of Lists", which segments companies into various categories in each major city.
- <https://www.lipplink.com>. **Lippl**: Free download. Lippl will allow you to search public profiles for people who are 3rd+ connections without hiding info on LinkedIn. The software makes a side-bar on LinkedIn. Use it in Chrome server.
- [crystalknows.com](http://crystalknows.com). **Crystal Knows**: Is an add-on service like Lippl. This is a new service that uses proprietary algorithms to provide you with a personality profile of the person you are trying to contact.
- <https://inchwormdata.com/> - Inchworm helps you build a strong network of LinkedIn connections. Inchwormdata offers a free trial.

## **Job Boards and Alerts:**

Statistics show that most senior leaders and executives do not have success securing interviews, or finding jobs by applying to online postings. **\*KTM recommends setting up 2-3 “job alerts” on various job boards/aggregators that consistently send you available positions that align with your background. Rather than applying online, see if you can “warm up” introductions to key decision makers/employers by typing the company name into LinkedIn, and asking people you know (or will get to know), to introduce you directly.**

### Colorado-focus:

Career Con-X/ TMS - Executive Jobs at the Director-level and above;

<https://executivesintransition.org/jobs/>

SHRM’s Jobs (Human Resources), [www.hrjobs.shrm.org/jobs](http://www.hrjobs.shrm.org/jobs)

Lew’s List – (FAinance & Accounting), [www.sites.google.com/site/lewslist](http://www.sites.google.com/site/lewslist)

Andrew Hudson’s JobList, [www.andrewhudsonsjoblist.com](http://www.andrewhudsonsjoblist.com)

Denver Technical Jobs (IT, SW, HW, Cloud Positions), [www.denvertechnicaljobs.com](http://www.denvertechnicaljobs.com)

### National & International:

Indeed – Job board aggregator, [www.indeed.com](http://www.indeed.com)

SimplyHired – Job board aggregator, [www.simplyhired.com](http://www.simplyhired.com)

ZipRecruiter - Job board aggregator, [www.ziprecruiter.com](http://www.ziprecruiter.com)