Director’s Corner

Rachel Loock, Director of Undergraduate Programming, Office of Career Services

This month’s edition of Director’s Corner is excerpted from the most recent issue of MBA Career Terp Talk by Dr. Kudisch.

Feedforward is a simple four-step process introduced by famed executive coach and author, Marshall Goldsmith. Feedforward is nothing more than eliciting advice from people on what you can do to get better. Let’s use a job search example. First you pick a behavior that you would like to change (e.g., I want to become a better networker). According to Goldsmith, there is only one ground rule – “You are not allowed to judge, rate, or critique the suggestion in any way. You can’t even say something positive, such as ‘That’s a good idea.’ The only response you’re permitted is ‘Thank you.’”

This concept is based on the contention that while we cannot change the past, we can change the future. According to Goldsmith, “It works because helping people be ‘right’ is more productive than proving them ‘wrong’… or rehashing the past… It also works because people do not take feedforward as personally as feedback… It works because when we receive feedforward, all we have to do is function as a listener.” Feedback, even when done in a constructive manner, often involves a discussion of problems, pitfalls, and failures. Conversely, feedforward elicits less defensiveness since people are focused on solutions and future performance.

Given some of the discomfort associated with dwelling on the past, ready to try a little feedforward?

Leverage feedforward as you connect with your fellow classmates and when reaching out to recruiters, alumni and faculty. Whether or not you are currently looking for an internship or job, this is also a valuable tool for proactively enhancing your professional development. Remember that great leaders embrace continuous learning, ask for help, and are able to let go of the past. In the words of golf legend Jack Nicklaus, “Focus on remedies, not faults.”

Upcoming OCS and Club Career Programming Events

March 4, 2013

Career Fair Booklet Cover Contest Launch

We are now accepting submissions from Smith School students for the 2013 Career Fair Booklet Cover Design Contest! The winning design will grace the cover of the Fall Career Fair Booklet on September 20, 2013. The winner will be awarded a Kindle Fire HD!

Design Requirements:
• Front and Back Design
• 300 dpi at the printed size of 11 x 17
• Use of UMD Colors
• Use of OCS Logo - Can be found here: http://www.rhsmith.umd.edu/career/

Please submit designs to jnsimpson@rhsmith.umd.edu by April 1, 2013. Winners will be announced the week of April 8th, 2013.

March 5, 2013

Social Media and the Job Search

This session will go over the Dos and Don’ts of social media to boost your presence during the job search process!
6:00 – 7:00, VMH 2511

March 5, 2013

Net Impact MAP Program Launch

Listen to John Kordsmeier, President of the Northwestern Mutual Foundation, speak about his experiences at the launch of Net Impact. A reception will follow the presentation. The MAP Program provides an opportunity for members to connect with a group of classmates for the support, resources, and accountability needed to succeed in the impact job search. Interested students should contact Nima Farshchi at nimafarshchi@gmail.com to sign up.

March 6, 2013

Rising Business Leaders – PwC Chat

Come talk to Chris Simmons, Washington Metro Market Managing Partner at PwC, and other PwC professionals. For more information, contact RBL.president.umd@gmail.com.
6:00 – 8:00, VMH Frank Auditorium

March 13, 2013

SUSA Alumni Reception

Network and learn from alumni and other undergraduate students. Sign up at http://www.cvent.com/d/xcq4m5.
6:30 – 8:30, VMH 2333

March 14, 2013

Undergraduate Consulting Club – Careers in Consulting

Hear about consulting positions from representatives of Accenture, Deloitte, and others.
UNDERGRADUATE RECRUITING EVENTS

MARCH 4TH-MARCH 8TH

Employer of the Day

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<th>Date</th>
<th>Employer</th>
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<tbody>
<tr>
<td>Monday, March 5th</td>
<td>Evolent Health (morning)</td>
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<td>Macy’s (afternoon)</td>
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<td>Thursday, March 7th</td>
<td>Hilti Corporation (all day)</td>
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Information Sessions/Corporate Overview Presentations

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<tr>
<th>Date</th>
<th>Employer</th>
<th>Location/Time</th>
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<tbody>
<tr>
<td>Monday, March 4th</td>
<td>Capital One</td>
<td>VMH 1505, 5:30-6:30</td>
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<tr>
<td>Tuesday, March 5th</td>
<td>Macy’s</td>
<td>VMH 1520, 5:30-7:00</td>
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<tr>
<td>Thursday, March 7th</td>
<td>Whole Foods Market</td>
<td>5:30-7:00 (check HireSmith for room)</td>
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For more information, resume deadlines, and event locations, please visit HireSmith at www.hiresmith.net. Please note dates are subject to change. Please contact us at (301) 405-2301 for additional information.

The Office of Career Services is now on Facebook! Come visit us at www.facebook.com/SmithOCSUndergraduate to get news and updates about events.