

NewsRelease

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EXECUTIVE RESUMES REQUIRE MORE THAN LIST OF ACCOMPLISHMENTS *Demonstrating Ability to Lead Is Essential*

Philadelphia, PA – Most executives have little difficulty putting together an impressive showing of their accomplishments – penetrating new markets, increasing sales, implementing new processes. Results are clear and quantifiable. In today’s executive job market, however, companies regard these accomplishments as a given. What they’re looking for, according to **MRINetwork™**, the world’s largest search and recruitment organization, is people who can substantiate that they have qualities that make them good leaders.

“It’s much more difficult to put your emotional competencies on paper,” maintains Michael Jalbert, President of **MRINetwork**. “Most resumes offer few insights into what candidates stand for, how they influence others or how they effect change within an organization.”

Jalbert notes that candidates who secure interviews for executive positions are usually those whose resumes demonstrate that they have good leadership skills. “They show that they have the intangible qualities that lead to company growth,” he said.

Jalbert suggests that rather than note only the results of their efforts, candidates should include such things as how they:

- Focused their team on achieving a common goal
- Sold their ideas to senior management
- Integrated processes throughout the organization

The qualities that companies most value, according to Jalbert, are ones that companies seek evidence of in resumes:

- **Integrity.** Someone who understands uncompromising honesty and accountability, especially in the wake of the business scandals of the past few years.
- **Vision.** Someone who challenges traditional ways of doing business, and who demonstrates the ability to think strategically and the strength of character to take on calculated risks.
- **Magnetism.** Someone with the presence to command respect and the ability to motivate others to buy into values, ideas and concepts.
- **Inner Resources.** Someone who trusts his or her instincts and takes the initiative to drive change.
- **Communication skills.** Someone who has the ability to assess a situation, reacts to it appropriately, and delivers the message in a way that promotes understanding and consensus.

Another piece of advice that Jalbert offers to those seeking executive positions is that they regularly keep their resumes up to date. A recent **MRINetwork** survey revealed that only five percent of those polled update their resume on a quarterly basis and just eight percent on an annual basis. “It’s much easier to add pertinent information on an ongoing basis,” Jalbert said, “and when an opportunity presents itself, you won’t find yourself scrambling to put a credible resume together. You’ll also be more prepared to discuss your ability to handle the demands of leadership when you are granted an interview.”

About MRINetwork:

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