

TRANSITION - SECOND CAREER

WHAT IS TRANSITION

- Era of change we are all living in.
- Transition idea is about us all being an active part of that change.
- There is more to it
 - taking a greater interest in their present and future needs
 - Being more aware of the world in which they live
 - Thinking about the way they really want to live, and getting stuck in to make that happen, in whatever way it works for them.

WHAT ONE LEAVES BEHIND

- Protected environment
- Security – job/ house/ ration/ education/ medical facilities etc.
- Concessions
- Welfare for family / wards

YOUR CORE STRENGTHS

- **VALUES**

LOYALTY ; DEVOTION TO DUTY; RESPECT FOR OTHERS; SELFLESS SERVICE;
HONOUR; INTEGRITY; PERSONAL COURAGE

- **ATTRIBUTES**

MENTAL – WILL; INITIATIVE; SELF DISCIPLINE; JUDGEMENT; SELF
CONFIDENCE; INTELLIGENCE; CULTURAL AWARENESS

PHYSICAL – PHYSICAL FITNESS

EMOTIONAL – SELF CONTROL; BALANCE; STABILITY

- **SKILL SETS**

INTERPERSONAL – COACHING; TEACHING; COUNSELLING; MOTIVATING;
EMPOWERING; COMMUNICATION

CONCEPTUAL – SOUND JUDGEMENT; ABILITY TO THINK CREATIVELY;
REASON ANALYTICALLY, CRITICALLY AND ETHICALLY

TECHNICAL – JOB RELATED ABILITIES AND EXPERTISE

TACTICAL – DEPLOYMENT OF TEAMS

PRESENT INDUSTRY TRENDS

- HR, Admin & Security
- Logistics
- Transport & Equipment Management
- Assets/ Estates & Facilities Management
- Hospital Administration
- Hospitality
- Disaster Relief Operations
- Tourism
- Make In India

FUTURE INDUSTRY TRENDS

- Demand for skilled workforce in 2015 – 83 million; in 2022 – 500 million
- Current capacity to train personnel in India – 03 million
- Growth envisaged in
 - Indigenous Defence Industrial Base
 - Infrastructure
 - Manufacturing
 - Hospitality

INVEST ON YOURSELF

- Identify your skill set
- Based on skill set, identify industries and verticals
- Add values to highlight your skill sets
- Cover letter & resume
- Professional e-mail id
- Apply for jobs
- Network
- Develop a hobby

Investment has to begin: d – one year

VALUE ADDITION

- Project management
- SAP
- Sigma
- Retail management
- Change management

CALCULATE YOUR WORTH

- CTC components
 - Monthly expenses – kitchen/household/bills
 - Club / social / school
 - Domestic assistance / runners
 - Transport
 - Med. Cover of entire family, incl. Parent
- Insurance
 - Canteen
 - Leave / sabbatical
 - LTA
 - PF / ESI
 - Bonus

CTC for Cdr (GS) 20 yrs experience – 17.7 lacs / annum

CTC for Petty Officer (Non-Artificer) 15 yrs experience – 4.8 – 6 lacs / annum

HOW TO ENSURE SMOOTH TRANSITION

- Do not be in two minds
- Take family into confidence
- Work out priorities
- Know your strengths & weaknesses
- Ask yourself if adequately empowered or not
- Check availability of job opportunities
As per the priorities
- Write your cover letter & resume
- Join a professional networking portal
- Register on job portals including at INPA