



11-2012

November 2012 Newsletter

Career Center, Illinois Wesleyan University

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Recommended Citation

Career Center, Illinois Wesleyan University, "November 2012 Newsletter" (2012). *Career Connections Newsletter*. 25.

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CAREER PROFILE

a look at life outside Illinois Wesleyan University

Company: Kimberly-Clark

Featuring: Scott Searles
(IWU '95) - Senior Management
Reporting Consultant

This month we are going to change things up a bit! We will be doing a company profile of Kimberly-Clark Corporation. Scott Searles will be our main interviewee from the corporation. Searles is Senior Management Reporting Consultant and an IWU alumnus from the class of '95. Here are some things he had to say in terms of the organization, how he got there, and what it looks for in potential employees.

1) What does Kimberly-Clark do?

Kimberly-Clark and its well-known global brands are an indispensable part of life for people in more than 175 countries. Every day, nearly a quarter of the world's population trust K-C's brands and the solutions they provide to enhance their health, hygiene and well-being. With brands such as Kleenex, Scott, Huggies, Pull-Ups, Kotex and Depend, Kimberly-Clark holds the No. 1 or No. 2 share position in more than eighty countries.

2) Where did you start in Kimberly-Clark?

After three years in the automotive industry, I joined Kimberly-Clark in a Financial Analyst role supporting a recent health care company that we had acquired. The roles were different then, with more focus on accounting and preparing results reporting. Much of this work is done today through a central shared services center, which provides the Financial Analyst with more time to focus on analyzing the results and influencing business decisions.

3) What drew you to this company?

The local reputation [of the company] in the community that I grew up in as a strong developer of talent with a variety of different career ladders that could be pursued drew me in. There are many attributes that speak to the financial and strategic health of a company;

but the two that stand out to me for Kimberly-Clark have been 1) a strong history of innovation in creating many of the categories in which the company competes, and 2) strong financial controls to ensure that results are credible and sustainable.



4) What are the particular skills looked at when hiring?

We are looking for strong communication, the ability to collaborate with others in solving problems, and taking the initiative to lead. IWU students often do well in these foundational areas as a result of the experiences and exposure gained while on campus or through internships. The most important skills though revolve around analysis. It's the ability to collect and interpret contextual information from a variety of sources, make connections that others haven't intuitively witnessed on their own, and then present findings in ways that are easy to understand and influence others to take action.

5) What interview preparation advice do you have for students?

Know the company that you are interviewing with and engage your interviewers with questions about their business that demonstrate your

interest in the role or company. Most companies use behavioral interviewing questions where you will have an opportunity to share a particular situation, how you influenced, and what the end result was. Instead of trying to guess which questions your interviewer will ask, focus on developing a list of your strongest achievements at school, internships, or other areas where you've had an opportunity to lead. Develop this list in writing, with the situations, the actions that you took, and where possible hard evidence of the results. In a phone interview you should have the list handy, and when asked a question you can retrieve the example that best matches the question. In an in-person interview you may not have access to your notes, so read the list often so that examples are committed to memory and you are concise in your answering of the questions.

6) How has your education helped from the beginning of employment search to now being at Kimberly-Clark?

The liberal arts curriculum encourages students to engage with fields of study that are beyond core/major courses, which can be rewarding and challenging. This is an important foundation for success in Finance roles, as we are asked to engage with nearly every part of the business in making investment decisions and setting strategic plans. Technical skills are important, but the common thread for most who are rapidly ascending in companies is the individual's ability to influence colleagues from senior leadership to the shop floor and to move comfortably among businesses/functions, quickly understanding the issues and then taking action.

CAREER CONNECTIONS

a newsletter from the hart career center

November 2012

Lights, Camera, Action... The World is a Stage!

Students come to IWU from all regions of the country. Internships from equally diverse regions play a big role in their education. As I pull the red curtain to introduce November's top story, during the summer of 2012, students from the theatre department interned all across the United States. They had positions ranging from Productions to Costume/Wardrobe and even Teaching Assistant. First, **Curtis Trout, Director of the School of Theatre Arts**, will start the epilogue, ACT I, and ACT II by highlighting some of the essentials into why these internships are crucial for students studying and hoping for a career in theatre. Then, at the climax of our play, ACT III, six students will have the spotlight put upon them featuring their experiences in the Midwest, Southwest, East, and central regions of the US.

We start with the **prologue**, the overall layout: Internship role. The basic question that really underlines everything else discussed is: "What role does an internship in this industry serve a student?" Trout poses another important question. He says, "Perhaps, it might just be as important to ask what role do these internships serve in defining career goals?" Without goals, how does one know which direction to

go? In terms of Trout's question, he has noticed a lot over the years. Students do these internships to "test suppositions about what they want to do for life work; submerge in what they think they will be doing in the long term; focus on theatre-making without the added burden of attending classes and homework; or even study an aspect of theatre, film or T.V. that IWU cannot offer."

Moving forward, **ACT I**, the first quarter of the play gives the audience the initial situation: Internship needed...why?



Image courtesy of: Polyvore.com

This can be related across all industries, which makes it easier to understand. An internship develops contacts, experiences, and knowledge that weren't there before! Trout stresses that "For senior students in design in particular and the majority of students that have gone on internships from theatre in the last twenty plus years that have some sort of design, technology focus or goal for the internship, the internship is a bridge to the profession." The crowd watching the play "ah-ha's" in wonder! That's right ladies and gentleman; this is the bridge to the profession. "They make contacts, meet people and gain valuable work experience that can be

had no other way. Many have gone right back to the internship venue for full-time employment after they graduate," says Trout. These internships are the keys to unlocking the future and building the road to the desired profession.

ACT II, an obstacle poses a problem and makes it seem less likely to reach the goal. Timing is very important. Timing refers to, when is it right to start looking for internships for theatre? Trout suggests, "The second half of junior and senior year is best." He says in junior year, the student can verify the direction of training regimen and the following senior year allows, "polish[ing] of their practice and build[ing] bridges to the profession."

Now moving into **ACT III**, our climax happens: **The Student Experience-Summer 2012**. While Trout suggests internships for the junior or senior year, a few students suggest earlier experiences are possible. Ian Scarlato, Acting '14, suggests, "get[ting] out there and try[ing] things out before you graduate. The sooner the better." Maybe age isn't as crucial? Interning sooner might be the better option.

For **Anne Kehler**, Music Theatre '15, this idea of taking action sooner worked out to her benefit. Her Teaching Assistant internship was in Denver, Colorado where she was born and raised. Since she was seven years old she's been attending the Denver Center Theatre Academy summer program. Having been "familiar with the faculty and Academy Director," Anne's T.A. position was offered to her several years ago, and this was her fourth summer with in the role. Through the years, her responsibilities have grown and "this experience really reminded [her] why we do theatre, because it can change people's lives." (Continued on page 2)

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Get Ahead! Mark your new 2013 calendar with these upcoming Career Center Events!

1/15 ~ Resume Workshop @ 4 p.m.

1/16 ~ Internships 101 @ 4 p.m.

1/23 ~ Spring Teacher Recruitment Day @ 12:00 p.m. - 5:30 p.m.
-Young Main Lounge

1/23 ~ Job & Internship Search Workshop @ 4 p.m.

1/25 ~ Resumania @ 2:00 p.m. - 4:30 p.m. -Hart Career Center

2/1 ~ CareerFest Job Fair:
Naperville, IL

2/5 ~ IWU/ISU Spring Internship Fair @ 4:00 p.m. - 7:00 p.m. -Bone Student Center

2/6 ~ IWU/ISU Spring Job Fair @ 11:00 a.m. - 2:00 p.m. - Bone Student Center

The Top Skills and Qualities for Success:

Employers want to see these!
From the **NACE's Job Outlook 2013 survey.**

-Ability to verbally communicate with persons inside and outside the organization

-Ability to work in a team structure

-Ability to make decisions and solve problems

-Ability to plan, organize, and prioritize work

-Ability to obtain and process information

Speaking along the lines of early beginnings, **Matthew Hohmann**, Theatre Design/Tech '14, attended a professional conference for his industry called the United States Institute for Technology during his first year at IWU. He was able to introduce himself to "a few recruiters at different companies," one of them was Production Resource Group. He spoke with an internship coordinator there, was asked what his plans were for the summer, and was then offered an internship in Chicago. For the following summer, after his Chicago PRG experience, he was put into contact with the manager of the Los Angeles PRG (Sun Valley District) and after a short phone interview; he was offered a California internship for the summer of 2012! During Hohmann's internship, he operated many different events along southern California, including "installing LED lights on the set of ESPN'S ESPY awards." One of his most valuable experiences was being in charge of a crew "of people that were twenty years older than [he was]. It was an invaluable experience that helped [him] learn quite a bit."

Kate Fitzgerald, Acting '14, was able to experience a new realm of theatre. She worked as an Administrative Intern at STAGES St. Louis in Missouri. "Although I wasn't doing acting, I still found joy in being around it. I really got to learn the business side of theater that doesn't really exist in an educational environment. I feel I got a better sense of the real world being at STAGES. They say theater is all about your connections, and I believe I have a strong foundation off the ones I made this [past] summer." Here comes the theme of connections again. Those connections build the pathways to unexpected territories in your future within the industry.

Ian Scarlato, Acting '14, was confused with his career path until he took an internship in something completely different. "It sealed the deal for me while also opening a whole other door full of opportunities." Scarlato was a Lighting/Swinging Intern at the Pennsylvania Shakespeare Fest in Center Valley, PA. It was there that he worked on the light-

ing and sound crews for every show: "installing lights, focusing them, running speaker cables, and programming sound cues." Looking back at his experience, he was able to learn more about "being a technician, as well as, being an actor [by] working with full-time professionals."

Our last two students, **Mariah Williamson**, Theatre Design/Tech '14, and Emilie Hanlet, Theatre Arts and Business Administration '13, help close out the show. Williamson worked as a Costume/Wardrobe Intern at the Great River Shakespeare Festival in Winona, MN. She heard about her internship opportunity from the Costume Shop supervisor here at IWU who spends her summers working as the supervisor for GRSE. Williamson was able to gain "an understanding of the professional arena" from this internship. She was reassured when she could function well "in a professional setting with people who are making their living as costumers in New York."

Emilie Hanlet, our final character of the play brings us back to the homeland. Hanlet was a Management Intern at Light Opera Works in Wilmette, IL. This experience showed her she doesn't want to work in the box office but it also showed her "a lot about what the office behind the scenes does to keep the theatre [functioning]." As the case has been for most of our distinguished characters, the experience for Hanlet "definitely built upon my network." She also learned "a lot more about the theatre scene in Chicago and how surrounding theatres all work off of each other."

Together, with the help of Professor Curtis Trout, and the wonderful characters of our play, from the prologue to the final Act, you have learned what it takes to land an internship in the theatre industry and what the experiences are like. The crowd smiles, cheers and gives a standing ovation for the wonderful performance of all. Our world truly is a stage, and our one and only, Illinois Wesleyan University, allows students to spread their wings and explore opportunities in pursuit of their dreams.

The Holiday To-Do List: Making the most of It!



Photo Courtesy of Meggin.com

Do you see what I see? Well, if you don't, the most wonderful time of the year is coming right around the corner! Andy Williams couldn't have said it any better. Yes, Illinois Wesleyan, I am a very big fan of Christmas. Listening to the lovely music, ice-skating outside at park rinks, and snowball fights... let's face it, these make you feel happy about the holiday season! It also gives us a lot of downtime as students. With this downtime, there are some ways you can really make the most out of your winter break to prepare yourself for the upcoming semester and summer too.

1)Clean Up Your Internet Image

This is a great tip from Lindsey Pollak's book, Getting From College to Career. For any graduating seniors out there, I'd highly consider putting this book on your wish-list. It's an excellent outline of the short-term needs of what must get done before leaving college. Pollak says, "often you can [control what information appears about you] such as asking a friend to remove an embarrassing photo from his/her website before an interview" (38). You may not realize it, but employers really are checking us out on the web. In addition, Pollak strongly suggests making security settings airtight by changing your site's visibility to private for any questionable material.

2)Update your Resume

Now that you're in the halfway mark of the year, it's time to revise your resume. Maybe you had an internship or new leadership role on campus. Put changes on your resume and bullet the important duties of that position. Additionally, maybe you've changed majors or you're coming back from a semester of

studying abroad. Indicate those changes on your resume. Make sure your objective statement coincides with that new major too! Don't forget to stop by the Career Center and have them look over your updated resume. They're here to help you out!

3)Suit-Up

Use that gift money to buy some new dress clothes deemed appropriate for career events. Or, if you are like me, go out with your mom to pick out some items you really like, have her hide them for a month, and then act surprised on Christmas morning! What you want to do is get together a very modest but professional looking wardrobe for interviews, job fairs, practice interviews, and conferences. In case you're unsure if a particular item is too flashy or not appropriate enough, come to the Career Center and check out our two visual guides to interviewing in style with business casual or business professional attire.

4)Create a brag book

This is another tip from Pollak. This book is a binder with all of one's accomplishments in the most organized, impressive visual manner (224). This is a further expansion of your resume. It will take some time to compile but hey, it's holiday break! Start rounding up all of your impressive documents from college: acceptance into honor societies, dean's list letters, or relevant papers that

you did really well on. With hard work put towards making this "sales tool," employers will be impressed with not only your accomplishments but also your attention to detail (225). Make sure to look at the comprehensive list of everything to include in the brag book on tip 62 in Pollak's book.

5)Volunteer or work a Seasonal Job

Our mindsets during the school year versus holiday break differ in terms of free time. During the academic semester there's the usual sentiment of, "I don't have time to volunteer or work a separate job with school." Yet, now you're on holiday break and organizations would love your time and efforts to help them out. This is your chance to make the best of the opportunities out there. Getting some volunteer or work experience cannot be a harmful thing!

6)Make a LinkedIn Profile

My confession: I do not have a LinkedIn profile yet. What am I going to do about it? Make one over winter break of course! This website is becoming one of the most popular tools recruiters and employers are using to look up information on potential candidates, as well as, release information on upcoming job opportunities. This can be your key to networking with alumni, and finding connections through people you know. In case you're leery in thinking how LinkedIn can help, visit learn.linkedin.com/students for a great user guide – or stop by the Career Center to pick up "how-to" information.

Don't feel like I'm trying to convince you to do all of these things. Maybe do just a few of them. Prepare for the future by getting a little productive over your 2012 winter break!

"Don't forget to stop by the Career Center and have them look over your updated resume. They're here to help you out!"