

Roy was a lawyer by education who pursued a career as a lawyer supporting government organizations. He advised legislative committees and the executive branch. He played key roles in major and controversial government inquiries. After these experiences, he landed a position as VP to a major utility company. And, finally, he became president of a major trade association for many years. In this role, he represented all the big companies in his industry. He was responsible for some major legislation.

In his role as president, he had to navigate the complexities of representing so many major corporations with sometimes competing interests. Fortunately, Roy is a calm, cool, professional who naturally listens, seeks to understand, and sincerely tries to find the best solution for the industry. His demeanor and understanding of how both government and industry work enabled him to be successful and grow his trade association in size, influence, and credibility.

Upon nearing the mandatory retirement age for his trade association, he began working with a coach (Jill) to help him plan his exit strategy and his next career step because he knew he wasn't ready to retire. After working with Jill for over a year, he enrolled in a coach training program and became an accredited coach. It didn't take long, however, for him to discover that this wasn't a fit for him. He soon leveraged his extensive network and landed a job with a consultancy that works with businesses across every sector specializing in federal and state government affairs, strategic communications and coalition building. In this role as consultant, he is able to use his career experience to best advantage. He has the freedom to work on projects that interest him, he can work the hours he wants, and he can earn commensurate with his experience and value provided.

One of his keys to success has been his extensive network which provides access to opportunities and provides references.

This case study exemplifies not only a transition from employee to consultant, but a situation where the transition is not a straight line. This is often the case. Sometimes, a transition is a two or three step process. Once in motion, the person involved learns as they go. They learn that their goal was not right for them. And, then they adjust and pursue the next best target.