

# CareerGrowth Group



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## Dear Successful Career Professionals

At a recent meeting of FENG (Financial Executives Networking Group), I was asked to speak about Special Opportunities and Pitfalls-to-Avoid for Summer Networking. At the meeting, I heard a fellow announce that he had accepted a position as CFO in South Africa. Within the week, one of my clients also received and accepted an offer for a Group Controller position in a central European country. These true career stories, as well as others I have heard recently, made me reflect on how one can navigate a global career goal to enhance one's career.

**Overseas opportunities in the "BRIC" economies** of Brazil, Russia, India and China account for the greatest number of opportunities. Nevertheless, employment opportunities can be found anywhere in the world where one's career move can create upward mobility.

**Seeking an overseas assignment** can be an effective way to advance your career and can be a great opportunity for a career enhancing move, provided that you are clear and realize the specific contributions you can make at the firm. Be prepared for a new cultural environment and a potential for a rigorous work ethic.

**Opportunities for overseas employment** can provide for greater compensation; and many companies share responsibilities for housing and schooling costs with executives. The "employment offer letters" in the United Kingdom offer executives a position via a contract where the hiring company needs to inform you one year in advance of a layoff situation in which your position could be eliminated. On the other hand, a candidate can give written notice of resignation after three months.

**When accepting an overseas assignment**, look at a minimum commitment of two years. You can be open to committing to more time especially if you find that personal development, professional impact and quality of life are substantially stronger abroad.

**The maximum number of years to stay abroad should be five years.** You need to keep abreast of developments in your home country and find ways to remain connected to your professional network.

Since my executive search days, I have advised selective clients to accept overseas opportunities. Actually, I am not aware of a single situation where the relocation didn't pan out. Not all overseas opportunities are a good fit in a dual career family as one example, but each person's career needs, compensation needs and family considerations involve personal decision making.

**Want to discuss or weigh your options? Give me a call.** Best of luck those of you who are moving abroad and please stay in touch.

Best Regards,

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**About Beverly R. Daniel:** Beverly Daniel is a career counselor / coach, who helps career professionals move successfully from one level of their careers to another. This can include assessments and evaluations about career choices, strategic planning for career moves, navigating in corporate structures, or moving from corporate to self-employment, or entrepreneurship. She works with lawyers, banking executives, marketing professionals, among others in all functions and industries. Beverly has been in the executive search and career-counseling field for 30 years. She holds a BS and MS in Psychological Counseling from Boston University. She holds an MBA in Management from New York University. Beverly studied for a Ph.D. in Clinical Psychology at Case Western Reserve University.