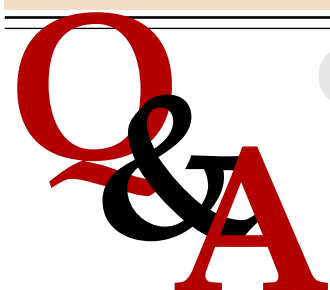


ASK THE EXPERTS ON THE EMPLOYMENT ADVISORY BOARD



“What is typically expected from employees when it comes to attending company social activities? I go to most that are held at work, but I could do without those on the weekend, such as the holiday party and company picnic. I am hoping to stay with my company and move into management.”

MEMBERS OF THE ADVISORY BOARD

ROBIN CARLEN-MURRAY



“It’s important for you to attend most of these functions, especially if you have management aspirations. Set a plan to minimize the time you spend. People often have numerous weekend social activities, so it won’t be viewed negatively if you stay for several hours and then leave because you have “another commitment”. Circulate and talk with as many people as you can. This is a good opportunity to get to know your co-workers better, which can help foster stronger working relationships.”

Career Coach & Consultant
www.catalystcareerconsulting.com

Robin Carlen-Murray has worked in Human Resources, Recruiting, O.D. & Training in a variety of industries, including Medical Device, High-Tech, Healthcare Systems, Recruitment & the Airlines. She is the owner of Catalyst Career Consulting in San Mateo, CA

RANDY BLOCK



“Company social activities are designed for the employees to have some fun. It is also a networking opportunity to get to know people beyond the normal work connection. If you want to move up into management, you work hard and get results. In addition, relationship building is also a key part. The higher you go up the corporate ladder, it’s critically important to get things done through connections and the ability to influence. Your call.”

Staffing Consultant
& Executive Coach

Randy Block brings years of expertise in executive search and is a certified career and retirement coach.

JOHN A. HOHULIN



“I’ve found that the bigger the company, the easier it is to avoid attending these events. Given that you want to move into management, however, it would be wise to be seen in attendance, and with a smile on your face. Better yet, take a leadership position by volunteering to help out with the events. A couple of times a year is not a big deal—look at it as a time investment you’re making in your career.”

Sr. Recruiter Bristlecone

John Hohulin’s 20 years of experience in the Human Resources field, including recruiting, spans sales, semiconductors, networking, technical training, and software, as well as international experience.

RICHARD STILLER



“I always make a showing at holiday parties and summer picnics. It goes with the political territory of working in a company. I don’t overstay and unless my spouse really wants to go, I don’t bring her along. Read my lips: I don’t make these family outings! I like to keep my work and private life separate. Bottom line: I tend to come on time and leave early.”

OD/HR Consultant

Rich Stiller has held executive management positions for a variety of high tech companies, from start-ups to multinational organizations such as Sun Microsystems and Electronic Arts.

MARK GAMBIRASI



“Not attending weekend company events as an employee is usually easier than not attending as a manager—many events require that managers attend. The sooner you start, the more apt you are to reap the benefits of out-of-office socializing that these bonding events foster. Plus, if you have management aspirations, your presence at these events will give you a better understanding and insight as to what your coworkers are like when not bound by office etiquette.”

Managing Partner,
Andiamo Group

Mark Gambirasi has been in recruitment for many years in the corporate, restaurant and agency fields.

San Francisco Examiner Spotlight on Gap Inc.

By Robin Carlen-Murray, Owner of Catalyst Career Consulting, a Career Coaching and Consulting Firm in San Mateo, CA.

Gap Inc. is a \$15.9 billion specialty retailer with a portfolio of brands—Gap, Banana Republic, Old Navy and Piperlime. On February 20, 2008, I spoke with Christy Dinges, Director of Recruitment and Staffing for Banana Republic in San Francisco, CA. Christy described the people who work at Gap Inc. as “incredibly passionate, creative and dedicated to creating the best for our customers.” This makes a dynamic work environment that’s a lot of fun. Employees are also very proud to be a part of a company with strong ties to the community and a reputable social responsibility program.

>> Q1: Where do you recruit people?

Gap Inc. uses a number of different resources to recruit talent. The skill set they look for is very broad because they recruit for everything that’s needed to run a business - from financial analysts to designers. There are many job opportunities available, and careers at Gap Inc. offer the chance for advancement and movement between brands. There is a robust college recruiting program for entry-level talent. They also recruit from various design schools and from general industry for more senior positions.

>> Q2: Where is Gap Inc. currently hiring?

Currently, the majority of openings are in merchandising, planning and distribution, and these are areas that the company is continually recruiting for. Other areas include: Design, Production, Technical Design, Finance, Marketing, PR, Human Resources and others. Christy states, “Gap Inc. offers people who are passionate about fashion an opportunity to use their strengths. We have talented designers and merchants, but we also have such a wide variety of other positions that help drive the company.”

>> Q3: Do you have any advice for job seekers who want to work for Gap Inc.?

All external opportunities are posted on the website. Go to www.gapinc.com and click on the Careers tab to search current openings and to submit a resume. All Gap Inc. recruiters frequently use the system to find qualified candidates.