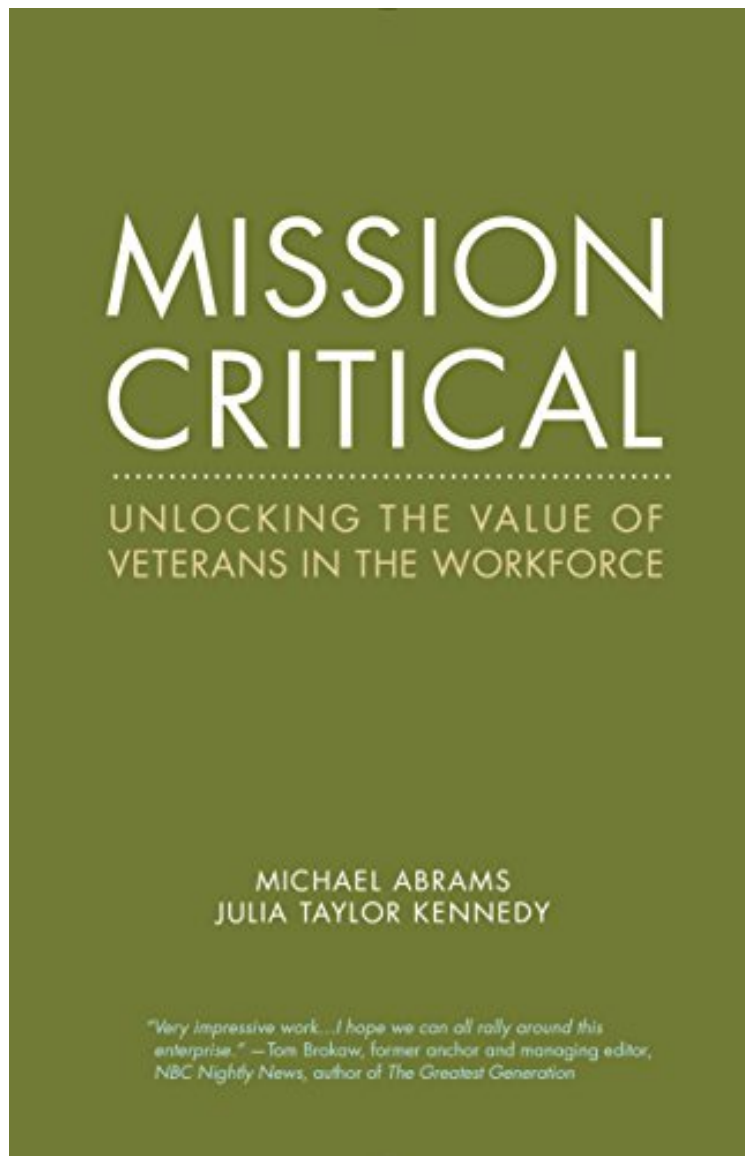


[Library ebook] Mission Critical: Unlocking the Value of Veterans in the Workforce (Center for Talent Innovation)

Mission Critical: Unlocking the Value of Veterans in the Workforce (Center for Talent Innovation)

Michael Abrams, Julia Taylor Kennedy
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Michael Abrams, Julia Taylor Kennedy : Mission Critical: Unlocking the Value of Veterans in the Workforce (Center for Talent Innovation) before purchasing it in order to gage whether or not it would be worth my time, and all praised Mission Critical: Unlocking the Value of Veterans in the Workforce (Center for Talent Innovation):

2 of 2 people found the following review helpful. A real world tour of today's challenges and solutions for

transitioning service members

By Customer Absolutely THE definitive blueprint of the issues transitioning veterans face. I've never read something that so succinctly nails not only 'the transition', but also why too often post-military careers sputter under the weight of organizations that don't get service-members' mindsets. It discusses some of the most forward thinking companies who are making military transitions work. The author had literally hundreds of people/organizations contributing his efforts on this book. It's based on real research, survey results and personal stories of transitioning vets and companies supporting vet initiatives. What's happened just in the last several years is amazing across a few (but not enough) firms -- firms that are really investing in post-service careers as opposed to lite-duty flag waving with pre-hiring screens. It ought to be read by every ambitious transitioning veteran, everyone who ever hires a veteran, and anyone who has already left military service and is seeking those clarifying viewpoints of what's working and not working for ex-military persons in the corporate world.

2 of 2 people found the following review helpful. Highly recommended resource!

By Ingrid Dinter Extremely valuable resource for all companies considering hiring veterans. Well researched, well written, highly recommended!

Mission Critical gives the background information, statistics and examples necessary to understand how and why companies should hire veterans. In depth discussion of how both veterans and hiring companies can avoid common mistakes and misunderstandings leading to almost 50% of veterans leaving their first job within the first year.

As a speaker and consultant on this topic, I was delighted to find this great resource! Thanks for the good work!

0 of 0 people found the following review helpful. Quick read with great insight!

By Library Chris My wife is starting a non-profit with a fellow veteran. This book has been a great resource and staple to what they are doing. It is a quick read and allows both veterans and employers to see what it is like to transition from the military to the civilian workforce. She has recommended or bought copies for other people because she believes it is that insightful.

The Center for Talent Innovation's new study, *Mission Critical: Unlocking the Value of Veterans in the Workforce*, reveals how companies can ensure their veteran talent thrives in the corporate world. Veterans represent a highly desirable talent pool when they transition to civilian careers. They retain the passion for service and camaraderie that drew them into the military, and they bring leadership and technical skills honed in a pressure cooker. In recent years, corporate employers have demonstrated they understand the potential of this valuable cohort by greatly increasing their recruitment efforts. Yet once veterans get through the doors of corporations, they languish. In a matter of months many ambitious, skilled veterans lose their drive, failing to fulfill their leadership potential—more than half say they don't aspire to hold a more senior position. Many of the remainder feel stalled in their careers.

Why? First, leaders don't understand their potential. Second, veterans feel distant from their teams and cover their veteran identity in an effort to get closer. Third, they hunger for meaning and purpose at work, something they found in the military but lack in civilian jobs. *Mission Critical* explores these factors in-depth, especially as they affect women and veterans of color, and offers solutions to companies intent on keeping their veteran talent from tuning out and stalling out.

About the Author Michael Abrams is president and founder of Four Block, and serves as commanding officer of Battery M, 3rd Battalion, in the US Marine Reserves. Abrams served on active duty in the US Marine Corps for nearly eight years, then earned an MBA in finance, entrepreneurship, and innovation from New York University's Stern School of Business. He is a coauthor of *Networking for Veterans*, an adjunct professor at Fordham University, and an advisor to CTI.

Julia Taylor Kennedy is vice president and senior fellow at the Center for Talent Innovation. A graduate of Yale University and Northwestern University's Medill School of Journalism, she has reported for NPR and has moderated discussions on major platforms like the United Nations. She also hosts a Carnegie Council for Ethics in International Affairs podcast called *Impact: Where Business and Ethics Meet*.