MILITARY TRANSITION AND YOUR PART IN IT

Transitioning roles – either in or out of the Army – is not easy to do well. One difficulty in transitioning out from a military career can be self-image, as it is hard to let go. There are some notable examples in the commercial world, people who have said that they would leave their careers and then change their minds (Steve Jobs for example) but many others don’t find it so easy.

Whether because of ego or lack of preparation, or a combination of both, Veterans need to overcome their mental blocks and get into transitional thinking mode. By getting ready for leaving far in advance, you will pave the way for future success. If as a Veteran Tiger you are not going to hang your boots up but go on for a future career, then the transition planning will become even more important.

# Companies who are forward-thinking

Veterans come with the authority of leadership experience and readily take on new responsibilities. In your job searches try and target forward-thinking companies who are looking for people who are capable of taking on more, not who are just perfect for the advertised role. Consider the traits you need for such roles such as initiative, strategic thinking, or advanced communications skills as Veterans come with these. They are soft skills that apply to any position, but a Veteran can often readily demonstrate these and the ability to take on more responsibility than what the role requires.

# Search for Employers who will offer to mentor

Keep your ego under control, there is still a lot to learn, and commercial awareness is not something that you will leave the Armed Forces with. If you can get one, work closely with your mentor over an extended period and absorb all on offer to carry you further up the career ladder. Form strategic relationships with employers, directors, managers, especially the people who provide the support, they are the engine room and memory of any company. Find opportunities to have them share their skills and knowledge with you.

If you are looking to succeed, be promoted, and transition into a new role remember that no successor ever fits perfectly and is never fully prepared. It is about when you are ready, and only you can do that through vocational education and on the job mentoring. If the Directors see that you are prepared and available, then a new transition will take place as you the Veteran promotes and transits into a new role. It is also about the incumbent being ready and willing to handover. Sometimes this can be a complicated manoeuvre.

# Step up to the challenge and be a contender

As a Veteran, you will find that a company mission lacks the purpose of those missions you undertook on operations. It is essential that you accept and align quickly with the company mission and culture. Demonstrate that you share their vision. Be explicit that you do not expect to stay in the role forever, and that you enjoy responsibility, challenges, and relish the opportunity to lead, contribute, and grow with the company. Remember that you come with the experience of transition from the Army, and after that moving to another role is not going to be too much of a trial. Also, that promotion from within is far more cost effective for a company, especially if they have been investing time in mentoring you. A smart Managing Director should always have succession planning in their head, as a Veteran you should endeavour to make yourself a name at the forefront of that planning, even to the extent of being considered a contender for their job in the future…

# Create opportunities to gain visibility with senior leadership

During a transition period, managers are often questioning who is ready to replace them? Do not be backwards in coming forwards. Ideally, it is advantageous to ensure that as a candidate you have exposure to company leadership. Self-promotion does not come easy to a Veteran, and it should be remembered that done poorly it can do more damage than good to your cause. Selling a value proposition that benefits stakeholders is the best form of self-promotion, and is what senior leadership will be receptive to. Show what you can do for the company, then you stand a good chance of a transition to your next role.

transition

tranˈzɪʃ(ə)n,trɑːnˈzɪʃ(ə)n,tranˈsɪʃ(ə)n,tranˈsɪʃ(ə)n/

*noun*

the process or a period of changing from one state or condition to another.

"Veterans **in transition** from the Armed Forces to Civvy Steet"

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| *synonyms:* | [change](https://www.google.it/search?rls=com.microsoft:en-GB:%7Breferrer:source%3F%7D&rlz=1I7GGHP_en-GBCH595&q=define+change&forcedict=change&sa=X&ved=0ahUKEwi7lvvk3orUAhUEL8AKHZ2YCYMQ_SoILDAA), [move](https://www.google.it/search?rls=com.microsoft:en-GB:%7Breferrer:source%3F%7D&rlz=1I7GGHP_en-GBCH595&q=define+move&forcedict=move&sa=X&ved=0ahUKEwi7lvvk3orUAhUEL8AKHZ2YCYMQ_SoILTAA), [passage](https://www.google.it/search?rls=com.microsoft:en-GB:%7Breferrer:source%3F%7D&rlz=1I7GGHP_en-GBCH595&q=define+passage&forcedict=passage&sa=X&ved=0ahUKEwi7lvvk3orUAhUEL8AKHZ2YCYMQ_SoILjAA), [transformation](https://www.google.it/search?rls=com.microsoft:en-GB:%7Breferrer:source%3F%7D&rlz=1I7GGHP_en-GBCH595&q=define+transformation&forcedict=transformation&sa=X&ved=0ahUKEwi7lvvk3orUAhUEL8AKHZ2YCYMQ_SoILzAA), [conversion](https://www.google.it/search?rls=com.microsoft:en-GB:%7Breferrer:source%3F%7D&rlz=1I7GGHP_en-GBCH595&q=define+conversion&forcedict=conversion&sa=X&ved=0ahUKEwi7lvvk3orUAhUEL8AKHZ2YCYMQ_SoIMDAA), [adaptation](https://www.google.it/search?rls=com.microsoft:en-GB:%7Breferrer:source%3F%7D&rlz=1I7GGHP_en-GBCH595&q=define+adaptation&forcedict=adaptation&sa=X&ved=0ahUKEwi7lvvk3orUAhUEL8AKHZ2YCYMQ_SoIMTAA), [adjustment](https://www.google.it/search?rls=com.microsoft:en-GB:%7Breferrer:source%3F%7D&rlz=1I7GGHP_en-GBCH595&q=define+adjustment&forcedict=adjustment&sa=X&ved=0ahUKEwi7lvvk3orUAhUEL8AKHZ2YCYMQ_SoIMjAA), [alteration](https://www.google.it/search?rls=com.microsoft:en-GB:%7Breferrer:source%3F%7D&rlz=1I7GGHP_en-GBCH595&q=define+alteration&forcedict=alteration&sa=X&ved=0ahUKEwi7lvvk3orUAhUEL8AKHZ2YCYMQ_SoIMzAA), [changeover](https://www.google.it/search?rls=com.microsoft:en-GB:%7Breferrer:source%3F%7D&rlz=1I7GGHP_en-GBCH595&q=define+changeover&forcedict=changeover&sa=X&ved=0ahUKEwi7lvvk3orUAhUEL8AKHZ2YCYMQ_SoINDAA), [metamorphosis](https://www.google.it/search?rls=com.microsoft:en-GB:%7Breferrer:source%3F%7D&rlz=1I7GGHP_en-GBCH595&q=define+metamorphosis&forcedict=metamorphosis&sa=X&ved=0ahUKEwi7lvvk3orUAhUEL8AKHZ2YCYMQ_SoINTAA); More |

*verb*

1. **1**.

undergo or cause to undergo a process or period of transition.

"that Veteran transitioned into industry easily"