

Military Veteran Awareness:

Best Practices for Corporate Recruiters, Managers and Leaders



Many corporate leaders believe they understand the advantages, challenges and risks of hiring veterans. Few actually do. *Only 1% of employees have had military experience* and few managers understand how difficult the transition can be for veterans entering the civilian workforce for the first time.

Military Awareness Training

Since managers are in the best position to support the successful transition, promotion and retention of veterans, they need support to better understand the veteran mindset. Organizations need to address the concerns, misconceptions, and lack of knowledge that many managers have about veterans and their assimilation process. Corporate managers benefit from learning events that offer “Best Practices” and strategies for how to *onboard and retain military veterans*.



Innolect’s **Military Veteran Awareness** workshops help managers integrate best practices to:

- Understand the *economic value* veterans offer
- Bridge the *military-civilian culture divide* through successful onboarding
- Address the military *transition “mindset,”* fears and expectations
- Work with veterans to build *new corporate identities*
- Shift veterans to corporate *language and behavior*
- Explore and clarify *veteran career trajectories* and personal aspirations
- *Match veteran skills* and capabilities to new roles
- Overcome *unconscious bias* and stereotypes of military disabilities, PTSD and psychological service effects

Advantages of Understanding the Veteran Mindset

- More successfully onboard and retain quality veteran employees
- Align military strengths with civilian culture
- Build purpose-driven team environments
- Accelerate veteran employee integration and success
- Expedite engaged, productive, loyal employees

Many veterans have held more responsibility, led more people and managed more resources earlier in their careers than their civilian peers.

Military Veteran Awareness: Best Practices for Corporate Managers and Leaders



This workshop is for forward-thinking corporations and their leaders who want to **accelerate integration** and **mitigate attrition among military veterans**. Managers need to better understand the importance of positioning veterans for success and providing them with the right

opportunities and resources. Participants receive:

- Templates for veteran onboarding and engagement
- Templates for assessing underemployment issues
- Special assistance, EAPs and other veteran services
- A guidebook highlighting cultural differences between military and civilian organizations

What Key Skills and Capabilities do Managers Need?

Transitions don't happen overnight or when veterans are hired for their first civilian jobs. Finding a new "home," personally and professionally, takes time.

Military veterans bring valuable experience and expertise along with strong core values and discipline. They need managers who understand:

- Phases of military transition and integration
- Veteran onboarding strategies
- Career development opportunities (mentoring and coaching)
- The significance of the organization's vision, mission, values and purpose (culture)
- Teambuilding and the need for clear communication
- Core ethics, accountability and commitment

What is Innolect's Approach?

Innolect's Tools Help Corporate Managers:

- Prepare veterans for increasing levels of responsibility
- Ensure veteran leaders learn innovative ways to network and enhance their potential
- Adapt veterans' leadership style to the new civilian culture
- Develop strategies that help veterans apply their expertise to diverse corporate functions, from accounting and marketing to HR and operations
- Reinforce the corporation's diversity, culture and values for veterans they recruit



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