

Breaking Up with Your Job

Recognizing the Signs and Surviving the Breakup

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Types of Job Transitions

Layoff } Job's Choice
Firing }

Resignation – Your Choice



Reasons for the Breakup

#1: Job in Financial Peril

Ineffective cash raising

Premature expansion

Failure of clinical trial to meet goals

Intellectual Property problems with core tech

Too many pots on the stove

Success of a competitor

'Black Swan' event



Other Reasons for the Breakup

Acquisition by another company

Ineffective direct management

Change in direction of company's focus

Job relocation

Criminal actions by management

Personal choices or changes



Future Reasons for a Breakup

AI takes your job

Changes make your field irrelevant

Political changes

Retirement



Recognizing Warning Signs

History of CEO's previous companies

Inappropriate spending after IPO

Construction of armored door to executive suite

Unsustainable growth

Diffuse focus

IP problems with core technology



More Warning Signs

Extravagant office space without income

Over-optimistic start of Phase 3 clinical trial

Insufficient cash runway for clinical programs

Market capitalization less than cash on hand

Poor employee retention

Formal opposition to 'work/life balance' concept

Interpersonal battles in executive suite



Surviving the Breakup and Moving On

Job search with confidence – time to get ahead

Critical self-examination

What went wrong?

Next job – 60/40 Split in old/new job skills

Creates a wider range of competence

Think outside the box

Don't hold out for the 'perfect job'



Job Search is Like a Partner Search

First Interviews and First Dates

Highly stressful, often choreographed

Theatrical role-playing

Really valid only for limited first impressions

Both parties have incentive to be less than fully honest

Internet search vs networking

Wide or deep net



Another Option – Going On Your Own

Long hours, uncertain/variable income stream

- Time off is unpaid
- Unlimited upside

You have control

- Pick and choose gigs
- Working hours

Opportunity to expand technical expertise



Key Takeaways

Skill acquisition is a continuous process

Job changes are part of life – be prepared

Be aware of warning signs

Keep your resume up to date

Learn from both successes and failures

Stay ahead of job issues—be proactive, not reactive

Be careful with your job – it doesn't love you



JOB HEAVEN

WELCOME
DO WHAT YOU LOVE.
MAKE A DIFFERENCE.
BE HAPPY.
♥

- NO COMMUTE
- FLEXIBLE HOURS
- MEANINGFUL WORK
- KIND PEOPLE
- WORK-LIFE HARMONY

- GROW & LEARN
- RECOGNITION
- FAIR PAY
- POSITIVE IMPACT
- ENDLESS COFFEE

- CREATIVE ZONE
- FOCUS ZONE
- RELAX ZONE
- ADVENTURE ZONE

WELLNESS CENTER

COLLABORATION HUBS

INNOVATION LAB

TODAY'S PLAN:
✓ INSPIRE
✓ CREATE
✓ COLLABORATE
✓ RELAX
✓ REPEAT

OUR MISSION:
TO MAKE
THE WORLD
BETTER
♥

