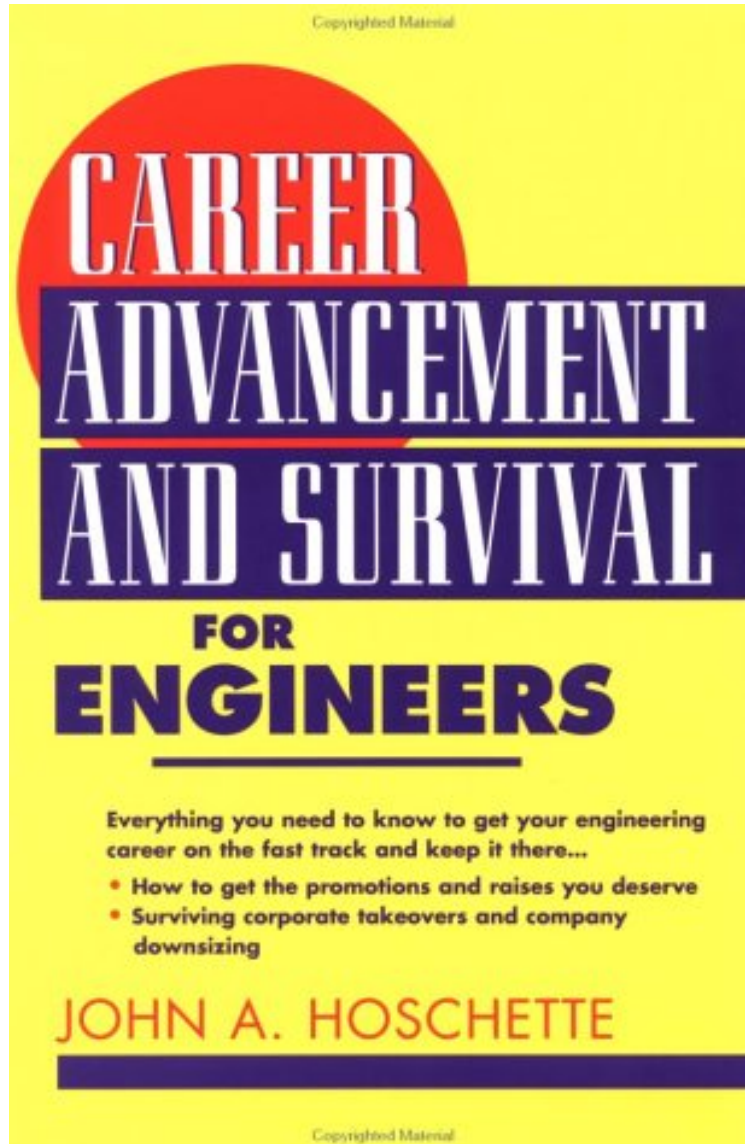


Career Advancement and Survival for Engineers

John A. Hoschette

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found the following review helpful. A must-read for all engineers
By A CustomerThis book is packed with useful tips for excelling in the corporate environment. It is all about the "whens" and "hows" of making a good impression and achieving the greatest impact. This is not a technical book--it focuses more on how to deal with the organization. It includes tips like how to find and utilize a good mentor, and the importance of maintaining a company calendar (for scheduling requests when they will have the most impact). The editing of this book is poor--it has a lot of typographical and grammatical errors. But if you look beyond the writing errors, there is an awful lot of useful, practical information. This is a book that every engineer, from the new college graduate to the senior engineer, should read.
1 of 1 people found the following review helpful. Career Advancement - For certain companies
By DonJohn Hoschette provides valuable insight for advancement, not only for the target audience of engineers, but also for technical professionals. The book details what is necessary to defeat the bureaucratic mentality and get ahead. The only caution that I would give is that it applies to large, stratified companies. Those employed in many of today's lean thinking companies will find his advice somewhat out of date. Even in those companies, the fundamentals provide a good insight and historical perspective to the environments that made lean manufacturing a necessity.

Describes several proven techniques that have helped people get ahead and stay there. Provides excellent guidelines on managing your career, obtaining promotions and setting long range goals. Advancing in product-oriented and functional matrix organizations, determining how job performance is measured in your company, how to find and develop good mentors, generating career advancing ideas, understanding what occurs during takeovers, mergers and work force reductions are among the topics covered.

From the Inside Flap
Do you feel like your career is on hold? Are you stuck in a job rut, wondering what to do about it? Does it seem as if you're being deliberately cut out of the more challenging and prestigious engineering projects? Tired of watching less talented colleagues get all the raises and promotions? Afraid of losing your job and wondering what to do about it? If the answer to any of these questions is "Yes," then it's time you took charge of your career, and this book shows you how! Career Advancement and Survival for Engineers is the only career advancement guide written exclusively for engineers. In it electrical engineer and technical career-planning expert John Hoschette fills you in on what most engineers have to learn the hard way. He teaches you all about the business end of engineering and, more importantly, he shows you how to use that knowledge to get you on the fast track to promotion. Offering insights and career development strategies not taught in any engineering curriculum, he gives you the inside scoop on: The Big Picture how companies are organized, how the product development process works, and how to leverage organizational structure to your advantage, learn the hidden career barriers and how to overcome them The Judge the formal and informal criteria by which supervisors judge you, including actual rating tables currently in use in many companies Mentor the importance of finding one, how to tell a good one from a bad one, and how a good one can be your ace in the hole Surviving Change how to survive takeovers and mergers and even use them to help you get ahead Career Path show to tell if you're on the right one, how to speed up the promotion process if you are, and how to successfully change career paths if you're not. Whether you're a recent graduate or an engineer already working in industry, Career Advancement and Survival for Engineers is your indispensable tool for survival in today's intensely competitive job market.
From the Back Cover
An indispensable survival tool in today's intensely competitive engineering job market
The only career development guide written exclusively for engineers, this book shows you how to take charge of your career, so you can do the kind of work you want and get the promotions you deserve. John-Hoschette offers you invaluable insights and proven advancement strategies and techniques you won't find in any engineering curriculum. For example, he helps you to determine whether you're on the right career path, how to switch to a new one if necessary, and how to speed up the promotion process once you're headed in the right direction. He explains company organizational structures and product development processes and tells you how to leverage them to your advantage. You'll learn about both the official and unofficial rating systems supervisors use to evaluate your performance and you. From surviving corporate mergers and takeovers, to setting long-term goals, this book tells you everything you need to know to get your career on the fast track and keep it there.
About the Author
About the author JOHN A. HOSCHETTE is a staff engineer with Loral Infrared and Imaging Systems, in Lexington, Massachusetts. An electro-optics expert, he has, over the past eighteen years, worked in all phases of engineering projects, from field testing, to the design and development of advanced systems, and the technical direction of several multimillion dollar programs. As an engineering supervisor, he has been responsible for hiring, appraisals, raises, and promotions. In addition to Loral, he has worked for Northrop Corporation, in Los Angeles, and Honeywell, in Minneapolis. An accomplished lecturer and teacher, Mr. Hoschette has lectured on a variety of engineering and career development topics. He has instructed courses on the fusion of electro-optical and millimeter wave sensors both in the U.S. and Europe. Most of the material presented in this book is based on a highly successful career development course he teaches to industry and at universities. He developed the material with the aid of the Human Resources Department at Honeywell. Mr. Hoschette received his BS and MS in electrical engineering with distinction, as well as a Business Administration Certificate

from the University of Minnesota.