



DANIEL BAITCH, Ph.D.

As a Senior Career Coach, Dan's objective is to help each client develop a clear strategy as well as the skills they need to achieve their next career goal. He formerly served as an outplacement coach for Lee Hecht Harrison, and he has had a private coaching practice over the past three years. He comes to the White Hawk Group with over 30 years' experience in employee research, training, counseling, and organizational development positions.

Dan adjusts his coaching approach to each individual's needs. Some clients simply need assistance putting together their "marketing package," including a résumé, marketing plan, and supporting documents. Others desire a more comprehensive approach, depending on how clear they are on what they want to do next in their careers.

Dan's approach to job search starts where the person is. On one extreme, some people are ready to begin an aggressive search; they are clear on their goals and they need support organizing and managing their approach. On the other extreme, others have no idea what they want to do next in their career. Some are exploring retirement and are just looking for a part-time position, while others are open to consulting assignments or full-time work in the same field, or in a totally different discipline.

Wherever you are in your campaign, chances are that you will land your next assignment through someone you currently know or someone you will meet. Effective networking is crucial. Dan's objective is to help you use a much less intimidating, lighter networking approach in which you seek advice and insight from others instead of "asking for a job." These light conversations leave others with positive impressions and a greater willingness to share information and refer you for opportunities.

Expertise

- Career Exploration
- Job Search Strategizing
- Interviewing Training
- Adjusting to Change
- Skill and Interest Assessment
- Networking Coaching
- Marketing Planning
- Résumé and LinkedIn Development
- Support With Negotiations
- Job Application Support and Training

Accomplishments

- As an adjunct instructor, taught within the HR graduate programs at New York University and New York Institute of Technology.
- Worked as an internal and external consultant within two financial companies and four HR consulting firms.
- As a clinical social worker, provided counseling to individuals and families in crisis in hospitals, community mental health centers, rehabilitation centers, hospitals, and employee assistance programs.



Daniel Baitch, Ph.D. (continued)

- Has led ongoing global employee research studies, including project lead positions at JPMorgan Chase and Prudential for 15 years.
- Held board positions within four HR and employee research organizations.

Education

Ph.D., Industrial/Organizational Psychology, Hofstra University
M.S.W., Clinical Social Work, University of Maryland
B.A., Psychology, University of Pennsylvania

Publications

Book:

High Performance Sales Organizations: Achieving Customer Advantage in a Global Marketplace (With Kevin Corcoran, Laura Petersen, and Mark Barrett.) Irwin, 1985.

Recent articles on LinkedIn:

“The future of the workforce: Can you handle the truth?”

“Boomerslang: The clues in your resume that can out you as an older applicant.”

“Working from home? Here’s how to keep your webcam from making you look like the Creature from the Black Lagoon.”

“Crossing that shaky bridge to your manager’s open door.”

“About that LinkedIn headshot of yours...”

“The job interview that went up in flames.”

