



## RON LANTZ

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As a both an employee and consultant, Ron Lantz has experience in the following industries and environments: corporate headquarters; retail; manufacturing; media (radio, internet and cable TV); higher education; state/federal government; health care; and outplacement services.

Through his broad management, training and Human Resources experience, Ron developed the sensitivity, understanding, and skill to help laid-off employees and other job seekers navigate all aspects of job search. He helps his clients deal with the stress of losing or changing jobs, identify their career goals, determine productive job-search steps and use self-marketing strategies that attract the attention of hiring managers.

Ron has a reputation for skillfully clarifying all of the seemingly confusing options and offering impactful action-steps throughout all phases of the job search process. Meeting his clients where they are in the process, Ron helps them understand their career-related needs and wants as they relate to achievable goals and career-move options; polishes marketing materials (such as résumés and LinkedIn profiles) and other communications (such as cover letters and post-interview thank-you notes); hones clients' networking and interviewing skills; and, if needed, coaches clients on negotiating better offer packages. Ron understands what it is like to be laid off – he's been through it himself. And he knows there is light at the end of the tunnel.

### Expertise

- Career Management
- Skills Assessment
- Organization Improvement
- Interview Preparation
- Résumé Writing
- Coaching for Career Success
- Management/Leadership Development
- Employee Training
- Train-the-Trainer

### Achievements

- Co-developed and ran an outplacement service for employees facing layoff from a group of businesses as they were being sold and went through a reorganization. Helped to resettle scores of employees and managers into new and satisfying jobs.
- Coached, advised, and challenged top management personnel to help them achieve their goals and manage a variety of motivation and employee relations issues.
- Helped develop and implement successful key-employee retention strategies to ensure continued staffing of an organization as it was going through a major restructuring. Retained 33 of 34 targeted managers.
- Developed and implemented training strategies and techniques for a conglomerate of businesses with an international presence resulting in increased skill and performance levels of employees and managers.



## RON LANTZ (continued)

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- Founded a successful consulting business that designed and delivered training and coaching for managers and employees. Developed a Train-the-Trainer program that was implemented throughout a multifaceted system with more than 3000 employees.
- As a part-time Adjunct Professor at a state university, helped Business majors prepare themselves (through career exploration, résumé development, interview skills, salary negotiations, career option exploration, etc.) to make a successful transition from college life to a professional job.
- While part of an upper-level management team, identified staffing needs, performed nationwide employee searches, interviewed and hired employees at all levels.

### Education

Post-Master's Certificate in Career Counseling, Johns Hopkins University  
M.S., Continuing Education, Johns Hopkins University  
B.S., Psychology, Loyola College of Maryland

Continuing education includes: Consultation Skills; The Power of Nice in Negotiation;  
Career Counseling and the Corporate Agenda

