

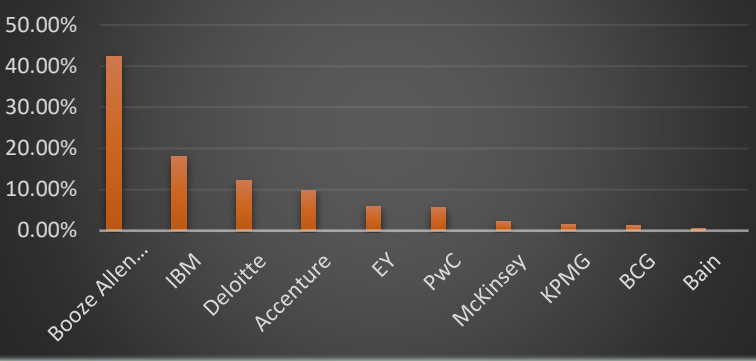
Introduction

➤ The military fosters several positive traits that are valuable in the civilian workforce.

Research shows that:

- Top **100** “military friendly” firms had a significantly higher financial return than firms that did not identify as military friendly.
- **However...** nearly **1/3** of veteran job seekers are underemployed. This is a rate **5.6%** higher than non-veteran job seekers.
- Management consulting is the **5th** largest industry that veterans go into after the military.

Distribution of Veterans Across Top 10 Management Consulting Firms



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Military to Consulting: Experiences and Perceived Value of Veterans Transitioning into the Management Consulting Industry

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Findings		
Benefits	Challenges	Transition Factors
<ul style="list-style-type: none">➤ Leadership➤ Communication➤ Teamwork➤ Learning Agility➤ Analytical Skills➤ Creativity➤ Structure➤ Adaptability➤ Perseverance➤ Global Experience	<ul style="list-style-type: none">➤ Civilian misperceptions➤ Veteran misperceptions➤ Unstructured environments➤ Corporate-world partiality➤ Lack of hard skills➤ Communication differences➤ Overconfidence/over-motivation	<ul style="list-style-type: none">➤ Start planning early➤ Know your long-term goals➤ Be persistent➤ Be confident➤ LEARN TO NETWORK!!

Acknowledgments

I would like to thank my HDO classmates, the HDO faculty & staff, my advisor, Dr. Art Markman, and my second reader, Dr. Elizabeth Keating, for all the shared experiences, knowledge, and support.

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Present Study

A qualitative approach was used to explore:

- 1) Perceived value of veterans in consulting firms
- 2) Challenges veterans face in consulting environments
- 3) Factors that contribute to a successful military transition

Methods

12 interviews were conducted with veterans & nonveterans with business/consulting experience.

Conclusion

Ensuring that veterans transfer into careers that align with their professional competency—such as consulting professions—gives them a sense of purpose after military service, brings value to business organizations, and has economic advantages for society.