



**Russ Haines, CPRW** is retired from Xerox Corporation after 27 years of working in field engineering, service education, technical training, and Quality Training, Human Resources, and customer service management. After retiring from Xerox, Russ joined a career management firm as a Senior Career Advisor where he worked with over 300 professionals in their search for a new career position. He brought his Human Resources and Organizational Development experience to the career management field.

He joined Bright House Networks in 2004 as Training and Development Manager and left in March of 2007 and returned to pursue his passion, assisting people with their careers.

Russ also serves as a Senior Consultant with Gerson Goodson, Inc heading up the Career Management and Career Transition practice that assists corporations with work force development, succession planning and outplacement services. He works as an independent consultant for Junior Achievement.

Russ is a seminar speaker who speaks to job seekers and corporations on all aspects of employment; he offers his time to many Tampa Bay organizations that assist unemployed workers, at risk teens and recent high school graduates in securing work.

Russ is a former client of WorkNet Pinellas PPN, a state sponsored group that provides job seekers with support in finding work. He appears as a regular speaker at WorkNet Pinellas and Jobing.com Job Fairs.

He is a regular contributor to the Jobing.com blog and has written articles on career management, interviewing, résumé writing, how to use the Internet to find opportunities and Failing to Plan is Planning to Fail, a guide to building a career strategy.

Russ holds a number of certifications including, CPRW, AchieveGlobal Leadership Training, Myers Briggs Personality Types (MBTI), TQM, ISO 9000, and Xerox Quality. Russ is a member of American Society of Training and Development and SHRM, International Society for Performance Improvement and the Professional Association of Résumé Writers & Career Coaches.