The REA Review

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Ricklin-Echikson Associates, Inc.

REA is *your* partner in transition.

As the premier global provider of transition assistance to corporations and individuals, REA specializes in:

* Spouse/Partner Career Relocation Assistance
* Family Settling-In Assistance
* Outplacement Services
* Career Transition Coaching

REA has been a leading innovator in the industry since 1983, delivering services worldwide to many Fortune 500 companies.

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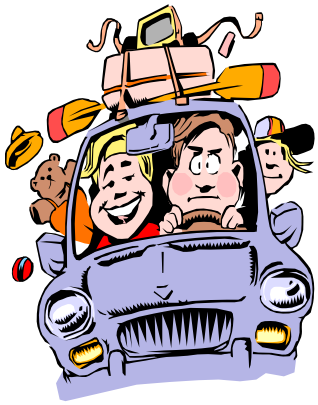
The World's Smallest Movers: Handle with Care

by Beverly D. Roman

Every year, nearly 10 million children relocate. Although every child accepts change differently, all children experience a sense of loss during a move. Some seem to adapt easily at first, only to later display signs of maladjustment such as reading difficulties, changes in eating or sleeping habits, or becoming unusually quarrelsome. Still others may view the move as a personal disaster, only to find that they adjust rather easily to a new environment. Whatever the initial reaction, parents should never underestimate the effect a move may have on their children. Here is a brief overview of how to smooth children's transitions.

Paint a Picture. A significant aspect to successful adaptation is becoming familiar with a new community before being thrust into it. The Internet is an excellent tool to research schools, neighborhoods and cities all over the world.



Be Proactive. Depending on their ages, children can manage many chores such as organizing their belongings, assisting with travel plans, caring for the family pet or completing errands. If children believe they are important to the success of the move, they will develop a more positive attitude, and may even become excited about the new location.

Evaluate Schools. New schools have to be appropriate for children's present and future academic requirements, as well as be able to fulfill their social needs. Follow up with occasional

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Technologically Speaking . . . REA's Cybertools "Rule"

REA has been receiving rave reviews on its new state-of-the-art On-line Career Center, which was unveiled in October 2001. "This site is GREAT! It has it all!" says Don, a Sales Manager who relocated from California to Texas. "I can manage my job search, respond to emails, organize my tasks and track my job leads all in one web site." Uta, who repatriated from the US to Germany, commented "I can use this system 24/7 from anywhere in the world to organize my transition and employment search. It is even available in my native language [German]." Even REA's career consultants have recognized the added benefits it provides to

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The World's Smallest Movers . . .

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classroom visits to assess how they are integrating into the new environment.

Stay Safe. Communities can vary greatly, particularly from country to country. Children should be aware of rules and curfews, carry identification and learn how to call fire/police/medical personnel, their parents' work and other dependable individuals.

Ease Adjustment. A day with a problem can seem like an eternity to a child. Therefore resolving difficulties quickly needs to be the highest family priority. Children of all ages need supportive adults, activities and programs to help them settle into any new situation. If children are handled with care, they will not only adapt—they will excel! Successful transitions facilitate the development of self-confidence and interpersonal skills, in addition to helping children realize positive and growth-enhancing experiences.

Beverly D. Roman, publisher, BR Anchor Publishing, has written over twenty international and domestic relocation books for adults, teenagers, preteens and young children and publishes the monthly e-mail newsletter, *Relocation Today*. (910) 256-9598 or broman@branchor.com.

Jargon Surrenders to Plain English by Galen Tinder, REA Senior Consultant and Manager

Business magazines and Internet sites are reporting a continuing trend in business communications toward the substitution of plain English for pretentious and confusing jargon. "Abstruse pontification is out," proclaims recruiter David Perry in the Wall Street Journal's online CareerJournal.com site.

Perry is not the only one welcoming the returning virtues of plain English to today's corporate corridors. With the eclipse of the dot.coms, IT lingo has lost its sexy luster, and the collapse of more than one apparently healthy company has put the hex on empty, convoluted business lingo that is intended to obscure instead of reveal. Granted, there is what we might call useful jargon, the technical language with which birds of the same vocational feather swap information. But jargon that is offered up for public consumption raises the suspicion that the speaker really does not know what he is talking about. Either that or really cares little about conveying what he knows to others.

Some business jargon is not so much impenetrable as it is simply awkward and graceless. When a corporate VP recently alerted his audience to his company's "helicoptoring this vision," he unwittingly invited his audience to conjure up not the elegant soaring of an idea but images of whirling rotor blades and billowing gusts of wind.

The use of regular English will help not only clarify communications in the business world but increase the general public's appreciation for the concerns of businesses. Corporate America may discover that plain speaking goes a long way toward restoring confidence in its trustworthiness and its commitment to shareholders.

REA's Cybertools "Rule". . .

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their clients. "My clients have seen great results and saved so much time by using this resource," says Ruth Morelli, REA's Midwest Regional Manager. "This value-added service keeps the job seeker in a pro-active mode, helps them to make the best use of technology in their job search and offers them opportunities to network with peers and employers."

REA's private On-line Career Center offers clients customized information about their targeted job market and makes available the tools they will need to manage their job search. Each of REA's program participants are issued a password that acts as a key to their own personal account. The center's features combine to

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REA's Cybertools "Rule". . .

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offer an integrated and interactive time management system that helps job seekers stay on track and makes it possible to cover more ground in less time. These tools also provide the client with another means of communicating with their personal REA consultant, as well as a Chat Room where they can interact with other job seekers and industry experts.

An individual's private password allows them access to these valuable resources 24/7 from anywhere in the world:

Administrative Tools - to manage the search, organize tasks and track job leads

Resources - to help research information about local job markets, potential employers and possible job leads

Instructional Aides - to provide supplemental information and tutorials on the various aspects of the job search

Automated Correspondence – to quickly create professionally written letters and expedite resume distribution

Interactive Communication Center/Networking Opportunities - for sharing ideas and information with other job seekers, consultants and professional peers

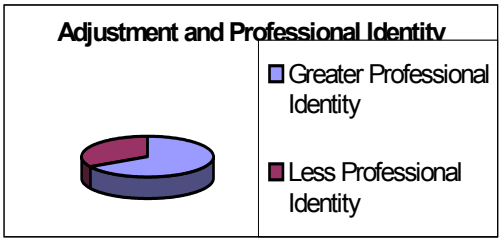
For more information about the On-line Career Center, speak with your REA Contact or visit our website at r-e-a.com.

Many Women Many Voices: A Study of Expatriate Spouses Around the World

Conducted by the Interchange Institute & underwritten by Prudential Financial

The goal of this project was to understand the commonly reported finding that spouse and family adjustment is central to the success of employee relocation. Executive Director, **Anne P. Copeland, Ph. D**., focused on the experiences of 194 women living in four world regions: Europe, Middle East, Latin America and Asia. The study enabled expatriate accompanying spouses/partners to communicate their experiences to their sponsoring organizations.

Below is just one of many findings from the study. Some of the most important factors for relocating spouses' adjustment were their professional identity, social status, job prestige and respect in their host community. Women who experienced gains in these areas had better adjustment while those with losses had poorer adjustment.



Recommendation for Sponsoring Organizations

- Help women (and men) protect their social & professional identities. Even if they are not able to work in the host country, help them find meaningful and career-enhancing types of activities or training programs. Investing in spousal assistance programs, and finding such professional activities such as attendance at conferences, membership in local professional organizations, or trade journal subscriptions can yield a large return in terms of spouse/partner adjustment.

Recommendation for Accompanying Spouses

- Look for ways to enhance your professional identity in the new location, even if these take you in new directions.

The full 82-page report from this study includes detailed findings about 11 different areas of spouses' experiences, and 64 recommendations for Sponsoring Organizations and Spouses.

To order your copy, go to www.interchangeinstitute.org

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What's News @ REA????

REA is pleased to announce two recent management promotions. **Greg Piegaro,** formerly REA's Northeastern Regional Manager, has been named Director of Domestic Services. Working from REA's Headquarters office in Millburn, New Jersey, Greg will direct the US operations and Consultants throughout the country. **Linda Panter,** a former REA Supervisor located in Denver, Colorado, was recently promoted to the position of Regional Manager, overseeing the Western US region.

REA is also proud to be providing services to several new client companies including - **Ingersoll Rand, La Farge, Consumers Energy, Office Depot, Meadwestvaco and the US Department of State.**

REA Client Capsule — another happy ending . . .

Helen's experience has truly been a success story. She arrived from **Switzerland to Hoboken, NJ**, taking some time to settle into the US culture and to assess her future career aspirations. Helen has a Ph.D. in animal/food science and, with the help of her Consultant, was considering ways in which to use these research skills but combine them with more interpersonal work functions. Together, they explored several career options. Helen was quite pleased with being exposed to these alternatives through occupational research and by being kept abreast of listed job descriptions. It allowed her the opportunity to clarify her true interests by determining the type of roles and functions she was most drawn to. Because Helen is in the US only until the Fall, she felt it would be advantageous to acquire a position in research while in the US, enhancing her ability to land a more managerially focused position once she returned to Europe. She and her consultant identified research facilities in the NY/NJ area, developed an effective market-specific resume and cover letter, and sent them to potential employers. Helen contacted Stevens Institute in NJ and her consultant reached out to a personal contact at Einstein Research Hospital in NY. Both of these exchanges resulted in interviews for Helen. **Happily, Helen has been offered roles in both institutions and she is in the position of having to decide where she would prefer to work! Last week, Helen informed her Consultant that she accepted a position in her field at the Stevens Institute in New Jersey.** Helen was delighted to have her Consultant's support and encouragement throughout the entire employment search process.