



Welcome to the first publication of the **Anzu Global Times**, our **new** newsletter for language service professionals. We will feature highly digestible articles that we hope are pertinent to your career and company growth, including information for employers looking to hire the best candidates and candidates looking for a new roles. We hope you enjoy reading our newsletter and look forward to your comments.

If you know someone who would also enjoy reading our Newsletter, forward it along. Better yet, send us their email and we'll do it!



ANZU GLOBAL TIMES

Interviewing now – It’s Harder than ever!

It’s an interview. Regardless of who you are, when you’re interviewing, where you’re interviewing from or whom you’re interviewing with, it’s an interview and *professionalism is the most important thing you can project.* Dress the part, act the part, be the part.

For Candidates

Neaten your space. The office you use for those work audio calls, may not be right for a video call. Try out a few places in your home before you settle on a spot. Regardless of the place you choose, be it your bedroom, living room, kitchen table, or office space, make it neat; make the bed, arrange the couch pillows, put away the dirty/clean dishes, and arrange the bookcase, so it doesn’t look like a hurricane blew through last week. *Whatever is behind you should reflect the image you are trying to project.* You can also find a neutral screen background for your computer and don’t use a cell phone. Just like in a face-to-face, you want to be able to see your interviewer’s facial expressions.

Be prepared. It will be a long process. There is a good chance that the process won’t end with a company visit. As always, do your research about the company and every person you’ll be speaking with. Demonstrate this knowledge during the interview, by having relevant questions prepared and beside you. Whether this is your first interview with the company or your sixth, review your business accomplishments, successes and what you’ve learned from your failures. Speak about your sense of team, how you communicate with others, and your adaptability to new situations, including the current one we are in. Lastly, don’t be afraid to ask to speak to more people if you don’t yet have a ‘feel’ for the company culture and how you’ll be working with other team members. At the end of the interview, ask about next steps and time frame and send an email ‘thank you’.

For Companies

Be the company. Each person interviewing candidates should project the company image and everyone, at some level, should be selling the company. Consider the image you are trying to project and how best to maximize every interview experience to do so. If the corporate culture stresses individual creativity, that should come through during the interview process. Interviewers should discuss what they want to project as a team. Could you use a computer background - the corporate logo, a company setting, or your website cover page? Little things will make a big difference and this new interview process can be more and better than it used to be.

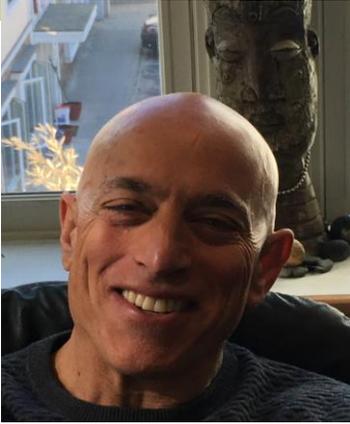
Coordinate. It will be a long process A well-coordinated interview process implies a well-coordinated company. Let the candidate know what to expect, timing and process. Know what you want to learn from candidates and who is asking which questions. Coordinate after the first interviews to learn what you missed and where you want to dig deeper. For stage two of the process arrange calls into a few days like an on-site. You don’t want to constantly be adding one more interview to the process because you’re not sure you learned everything. When things drag out too long, candidates lose interest. If you’ve normally had managers/executives interview and staff meet candidates in-house, then add some staff members to the process so candidates can meet the team and ask some of those other *culture and process* questions that staff members answer best.

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An Interview with Michael Klinger...

In this podcast, Michael Klinger, Anzu Global's Managing Director is interviewed by Winne He, Career Advisor MIIS, in the fourth episode of her "Navigate a Job Search Amid Uncertainty" series.

Mike speaks about his own experiences during the 2001 and 2008 downturns giving LSPs ideas that they can incorporate into their business plans today. Key takeaways from the conversation include:

- Diversify your products and services offering
- Look for new business opportunities

- Focus on your strengths

And for individuals, fresh grads to the employed:

- This too shall pass. Breathe!
- Be creative in how you approach employers
- Plan ahead; be proactive in helping your employer weather this storm.

Use this [link](#) to listen to the complete interview.

Production does not have to slow down. Resources working globally can complete the work or augment your current staffing requirements cost effectively.

Did You Know?

Anzu Global's sister company, Language Transactions, focuses on LSP mergers and acquisitions, and is actively seeking LSP Sellers & Buyers www.languagetransactions.com

Anzu Global has been in business for almost 15 years

We'd love to hear from you – if you have an idea for an article of interest, please send it to info@anzuglobal.com. We'll follow up with you promptly.

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A Solution to your Production Challenges

During this challenging time, where remote workers are a requirement, a reminder that Anzu Global provides globalization resources working worldwide. We have remote localization project managers, translators, reviewers, post MT editors, bilingual QA engineers, localization engineers, multilingual customer support personnel, and more. We work with freelance consultants in Asia, Europe, Africa, South America, as well as, North America.

Production does not have to slow down. Resources working globally can complete the work or augment your current staffing requirements, cost effectively.

Let us know how we can help you and we'll bend over backwards to try.

