

## Biography

### **John Hoschette** **Senior Manager Aerospace & Defense Industry**

**John Hoschette** has been an Engineering Manager for over 25 years with companies such as Lockheed Martin, Honeywell, Loral, Alliant Techsystems and Rockwell Collins. This has provided John with exposure to the engineering methods of organizations nationwide as well as provided him an acute understanding of all aspects of an engineering career.

John has managed engineering groups as large 125 people with overall responsibility for business operations, employee salary administration, hiring, termination and career development. During this time John has been involved in cases of employee termination for drugs, layoff, harassment, non-performance and violation of company business ethics issues. His primary responsibility as an engineering manager when dealing with employee issues has been to enforce company policies and procedures to ensure fair and lawful handling of employee discipline and terminations cases when necessary. This involves coordination of Human Resources and Legal Counsel to ensure company liability is minimized.

John Hoschette is the founder of Career Development Coaches, a consulting company to aid engineers in Career Development. John Hoschette is an IEEE senior member, author, career coach and adjunct professor. His career articles have appeared in *Today's Engineer* and *Spectrum Magazine*. His company, **Career Development Coaches**, offers Career Resources for Engineers, Engineering Managers, and Human Resources Personnel. Whether a recent graduate, mid-career, or looking-ahead to retirement, Career Development Coaches offers proven, common-sense advice for navigating all stages of an Engineering career.

John is also an author of two books, "**Career Advancement and Survival for Engineers**" and "**The Engineers Career Guide**" both published by John Wiley and Sons. John has also been adjunct professor and instructed career development courses for engineers at Tufts University in Boston, Santa Clara University and University of Minnesota.

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Email: [Info@careerdevelopmentcoaches.com](mailto:Info@careerdevelopmentcoaches.com)

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**Consultation Fees:** Initial Consultation FREE (1 Hour) - \$3,000.00 Retainer - \$200.00/hour