

Intro                      Hi, I'm Jacob Walsh, and I'm Orion LaMontagne. Thank you for tuning in to The Manage-A-Bull MBA podcast. Where we have deep dive conversations with students, faculty, staff, and alumni, to give you a comprehensive picture of the life inside of a top tier MBA program. In this episode we speak with Anders Rosen. Anders is a first year MBA student, recipient of the connection to excellence scholarship. Anders chose to pursue his MBA after several years as a media analyst and digital communications manager. In our conversation Anders explains his reason for pursuing the MBA, why he chose UB, and how his experience has been so far. Be sure to check out our show notes where we will post links to the UB MBA webpage and contact information for Anders and ourselves. If you enjoy this podcast, follow us on twitter @UBMBAandMS to stay up to date on what's happening in the UB School of Management where extraordinary is our ordinary. Thank you and enjoy!

Jake                      Welcome back, we are at the next episode of The Manage-A-Bull MBA podcast. I'm Jake Walsh. Unfortunately, our other co-host Orion couldn't be here today. But today I am with Anders Rosen, is that how its pronounced?

Anders                      Rosen

Jake                      Rosen

Anders                      I can get into that I guess.

Jake                      Oh my goodness. Because at first I thought I was getting the first name wrong because I know it's on. There's a lot of people say, Anders. I think off the bat. Yep. And then, okay, Rosen

Anders                      Rosen, and yeah, it's a Swedish last name. There's a there's an accent missing in the version that we read now.

Jake                      Is it R O S E N?

Anders                      Yeah. But it could have been spelled R O S E E N, which would probably make more sense.

Jake                      yeah, then I would definitely probably say Anders Roseen.

Anders                      Yeah, I mean, at this point, it's like, Where's the extra syllable coming from Yeah, what do you think you are?

Jake                      Okay. Well, well, I understand you're joining us today.

Anders                      Thank you.

Jake                      So Anders is a first year in the program here. And I know he is a connection to excellent scholar. But beyond that, honestly Anders and I we've only spoken a couple times before, so I honestly don't know that much about you. Yeah, this is a learning lesson for me as well. But do you want to go ahead and introduce yourself a little bit? You are how you came here.

Anders                      Yeah, absolutely. First off, thank you very much for inviting me on. I'm sorry, Orion can't join us today. But I've had the chance to talk to Orion a little bit more. So you'll just have to learn more on that case. Yeah, so I am kind of new to the Buffalo area. And I moved up here about a year ago, my wife is from Buffalo moved up. I was doing some remote work. And it kind of turned to me that I want to learn a little bit more about buffalo. I want to be able to network I want to be able to grow, you know my professional network here. And I didn't know the best way to do it. what I ended up doing was just looking online for a while period. What are the skills I want to grow? Do I feel comfortable in the position I'm in or do I want to switch? And through that research, I came across UB's MBA program and knew I wanted to be in Buffalo. And this was the best program in the area. This was the one that if you're going to do an MBA program in Buffalo, you'd be the place to do it. I applied and got offered a great scholarship and decided, you know, I'm ready for a career switch. I'm ready to learn some new things, really gain some new skills and ultimately grow here in the Buffalo area. So that's what kind of brought me to the UB MBA program. Before that, I've worked in a few different fields I've worked in communications at one of my alma mater is American University. So I was the digital communications manager for three years there at the School of Public Affairs. After that, I taught English in Colombia. Medellin Colombia.

Jake                        Really?

Anders                    Yep. Loved it. Loved it. I know we're going to go there, I promise,

Jake                        We got a lot to go back to but keep going.

Anders                    And then for two years after that, I've been working as a media analyst for a company called public relations. So there's a lot of data analytics work, working with clients to help them understand what their media footprint was. And that was a job that I was able to do remotely. I could still interface with clients online, and ultimately, you know, if I needed to jump on a plane, yeah. So that was kind of like the previous five to six years before coming here to UB okay,

Jake                        What year did you graduate from American university?

Anders                    I graduated from American in 2014. And that was a master's degree in international affairs. Okay, so for a while my focus has really been what can I do internationally? Or what I've really come to find is that you really want to make an impact. Going into the private sphere is the way to do it. I think, you know, you can still partner with public institutions. I actually think that having an MBA is a great way to work with public institutions, even if you're working from a private space, right. They need people who have business acumen they need people who understand how to get jobs done.

Jake                    Yeah. Yeah. That's a big one. So when you said you, you moved here, so it sounds like you lived in Colombia at one point, but from within the states. Where did you move from?

Anders                Washington DC, okay. Yeah, I was living Washington DC for the past seven years. I grew up there. If we go back a little farther, I actually went to college in Colorado. I have a lot of family that's out there. So I was able to kind of find a niche in Colorado for a long time as well. I had a lot of friends back there as well and members, but the my, my working life had been really within Washington, DC.

Jake                    So you, you have communications background, you end up in DC, you teach English in Columbia? You were doing some types of media work as well. How does that all end up culminating to I guess the switch now that you're looking for out of the MBA.

Anders                maybe it's there's a lot of switches aren't there

Jake                    yet sounds like

Anders                I was hungry to learn Jake

Jake                    You have a whole switch board of switches

Anders                I was hungry to look forward to working with I think it's been always an interest in kind of learning more things and trying new things. And in the meantime, you know, I've had, I think the great the great luck to always still find success in different areas. Coming up here was really a family move. This was, you know, best thing to do for me and my wife and our family. But you know, professionally It was one of those times where, okay, I've had success making some professional jumps, whether it's moving into a communications role, going abroad to teach English doing data analytics for our big new media company. in Buffalo, I thought, I'm not sure what's next. I just didn't know Yeah. I could stay on my role doing remote work. But, you know, this is I want to be able to meet people. Right. And it's a hard remote work is great. Yeah. But it's hard to really like gain, I think a social influence if you're doing that

Jake                    Yeah, you know, it's one of those things where it's the pros and the cons of it like it's. Yeah, it's great. You get to do the work from wherever you happen to be. But the social, the level of interaction goes down a lot. And yes, you can have digital meetings with people all day, but it's still there's something about the face to face atmosphere. which is one of the things as well, because I remember when I was looking at programs at first, I was considering, like, oh, what if I just did like a fully online program through, you know, some other area? And it seemed interesting, because I could do it from wherever. But then, you know, it started to come down to things like, I know me I function better with Yeah, groups, you know, in around people. And I do think there's definitely something to be said about the full time setting.

Anders                      Yeah, yeah. That was the exact conversation I had with Aaron shop. Okay recruiter for the program here.

Jake                        Yeah, he was the first person I spoke to.

Anders                      Really? same thing. I met him at spot coffee. Okay. And we talked for like an hour and a half. And it really was like, pretty quickly. He latched on to the fact that you're, you really want to be with people don't do the online programs. They're great. They're great if you're established a great if you already have a network, you want to build a network. Be there. Yeah.

Jake                        So you're very early in the program clearly. How's it been the first your 10 weeks and I believe that's what we are. So yeah, as a been what you expected what you thought. I mean, I'm curious.

Anders                      I think it's been more than I expected. Really. I will say one of my favorite parts has been the team cohort aspect of the program. Yeah, I know like that. Maybe that's a controversial thing. I don't know for me, I love it. I love I love my team members; I love the work that we do together the challenges we give to each other. You know, perhaps that's because I was really looking for the opportunity to really network and work with people and, and have shared experiences. But that's something that is just phenomenal where you are introduced to a group where the six of us had not met each other before, I think each of us were maybe a couple had been from up undergrad and might have seen each other before but really working together the way we did that was completely new. We have a broad background of experiences a broad background of thoughts and just things that we've done. areas that we want to go into are different. And so with that, we bring all those different things, every project and that can be a real challenge, because at first it can be like well, I want to go this way. I want to go that way. I want to be this person; I want to be that person. And, and that challenge does show up in the beginning. But I think, you know, partially through the way the program has shaped us and partially through, you know, our own just kind of the way our puzzle pieces mesh together. We have found the opportunities to, I think, really like perform high level. Yeah, that's been really exciting to see that.

Jake                        Yeah, it's great to hear when that happens. Well, and I was definitely lucky, my team last year, some similar to what you've experienced, we came together, we had our whole bunch of different backgrounds. But as a team, we managed to really come together and work very well together. I know some teams end up having that a little smoother than other teams. But that's one of the things I really appreciate about the program was that it was done so intentionally to create these diverse teams. So that would be a bit of a challenge. Because, you know, once you get out of here, and I'm sure especially because you have at professional experience, the teams are never perfect. They're never, you know, you and your buddies necessarily. It's a group of people that you have differences you have challenges need to overcome and be able to get past that.

So and, you know, speaking of your team, I've even heard through the grapevine, how well your team specifically seems to be functioning. So go people, like, is there anything you can you can point to that you think is enabled your team to perform so? Well?

Anders

There's a couple things. The first is we challenge each other. And, you know, if we notice, one, one member of the team is maybe, you know, reticent to share something or, you know, maybe feels like they're not contributing, we say, Okay, well, what do you want to do? You know, what, what, tell us what's at this point, you know, challenging. It's better to hear it's better to get it out in the open. We started with that, right. It was like, if there was some point, there are not sure what We're going to do next is like, all right, let's sit back. Everybody talks for something this week that went, well, something that did not go well, right? Like, we can complement, sandwich it. But make sure you get out in the open that thing that was really tough. And it could be something very personal or it could be something team oriented. It could be something related to school or not. Part of the thing that we instituted at early on in our team meetings was having that kind of team reflection, a way to just say, Okay, here's what we did. Well, here's what we didn't do. Well, let's work on that. Yeah, but let's also celebrate what we did. Well,

Jake

yeah, I think that's, that's really key. And a lot of not just the teams here, but I feel like people in general forget to do is it's very easy to talk about what goes well, but it's almost more important to talk about what doesn't go well. And a lot of times people don't want to spend the time doing that because it could lead to you know, the short term confrontations. But if you can't get past that Issues just boil up. So I congratulate your team have been able to do that, well, I'm thankful my team was able to as well. But it's interesting because some of the teams who haven't taken that proactive and conscious step to speak through some of those issues, you know, when the semester starts getting tough, you can start to see some of the tensions boil

Anders

Yeah, so but the good thing you know, overall still is that the program gives us the tools necessary to find ways to answer those problems you know, if they come up, we do have an all learning environment that saying okay, here's something you can do if you're experiencing conflict, here's a way to manage that conflict. Whether or not you do it we still learn it here. It's a great the team thing is a great space to test out those theories, right to like, put that iron in the fire and see how it forges even if it doesn't work out well for you still have the lessons from the program that kind of say, okay, it didn't work here. But Maybe I can try it in a different avenue, maybe I can look to another group and just learn from them. You know, I don't think I do want to say our team has like, really, I think, done a great job individually coming together. But I do think a lot of that as well is the program and the way that, you know, they, the different classes, throw different projects and deliverables at us. And, you know, without that structure, we wouldn't have the opportunity to come together in a really strong

way. So I'm, I'm proud of us as a group, I'm also really just excited about the way that the MBA program has helped guide us that way.

Jake

That's one of the big differences that I've been noticing a lot lately, especially the team dynamics, because in the first semester, it's all one team in the second semester, it's mostly that same team and then depending on your electives, you might have some others. Teams that that pop up. So like I took two electives, my spring semester, that ended up having different team for each of those classes on top of my quarter champions group. So I ended up on three teams in that semester, still my primary team and two other smaller teams. And that was a little bit of a transition of dealing with some of those other teams. One of them was basically the same. It was like, seven of us were five of us from the original seven, and all took the same electives. We kind of had like a mini group. But then now this semester, because you don't have any preset team in the school. Every class I'm in I have essentially a different team that I'm working with. And that has been a real balancing act, I have to say, because previously, when all of you, your team, you took all the same classes together, there was kind of like a little backbone of internal structure that your team had on all the classes that you were doing. Now. It's I don't have any unifying group through all of the classes that I'm in. It's for financial modeling. I have this group for mergers and acquisitions. I have this group for my other mentoring class, I have this group and it's been and then also a leader core group consulting club group. So I was taking the mental counterbalance last night, I was like, I don't like six different teams right now. And none of them overlap. Really, I think there's like two people that I'm on two teams within all the rest of is completely varied. And it's a different type of balancing act, and I didn't, but I don't think I'd be able to do that if I didn't have the team setup those first two semesters, because you really had to break in how to effectively work in a team. And then once you kind of get that down, when you end up on more teams that are varied a bit more, it becomes easy to bounce through. And the real thing that stuck out is I found when I was on my original team, you people kind of fall into some certain roles within that team, and that's okay. But when you're on multiple different teams like this, and there isn't that unifying one, I find myself in a slightly different position in each of those teams. And how to balance across those and you know, when you're taking the lead on a project versus, you know, supporting on a project, and it's been fascinating. And I was thinking about this last night, just how, how wild of a ride it's been, but I'm something to look forward to.

Anders

Yeah. Well, I think that's why going back to the fundamentals that that are taught are really important in any case, right, anywhere. Using the first semester skills they might be taught in organizational behavior or in communications are going to be things that are valuable moving forward no matter what, yeah, right. You can point to those and say, okay, we need a team charter right now. We just need one. It's fine. You know, we will figure it out. But let's just focus on that for a moment.

Jake You have got to lay the ground rules sometimes. So I'm curious, you said that you've done some data analytics work in the past, is that a focus you intend to continue with or gave you is there a area or concentration that you're,

Anders yeah, I think I want to use data analytics in another concentration. I don't necessarily want it to be the concentration. I mean, everything right now is data. Everything is analytics. I mean, you can't avoid it. So learning it is really important. Yeah. But that said, I think being able to maybe utilize it as specific space, I would find really interesting. So for me, you know, now that I have the opportunity to kind of learn something new and switch into another career path. I want to be focused on sustainability. Okay, right. I want I want to work towards kind of building companies that provide equity or, you know, equitable companies. I want to work towards, you know, building value in the society, right. Whether it's through carbon offset efforts, whether it's through green energy program, whether it's through working towards making stronger communities, all those things to me work within sustainability now. What does that kind of mean for concentration? I actually I'm on I'm on a team right now, outside of the corporate champions one where next week we're going to be going to Cleveland for a case competition with Goodyear and Case Western University. Okay, and we're going to be presenting our idea for building sustainable supply chains when you get into the weeds with that, but as we've been working on it, it's kind of made me think, you know, supply chain and operations if you really want to have a big impact on making a more sustainable world. I think that's a great place to start. Yeah, I really because if you are making more efficient companies, right if you are Making, you know, making sure that workers within feel welcome wanted and useful. Right. Those are things that are going to provide sustainability, and equitability. And that to me, yeah, I want to use data analytics to help guide my decision making. But I think that's really the concentration. Focus.

Jake Yeah. So this case competition. And can you tell us a little bit more about that? Because I've done one before, but I'm not sure how this one works. Did you already have your case, and you're presented there.

Anders So this is one where we were. Good year has partnered with university in Cleveland to have an Innovation Challenge. So they sent out just kind of like a case brief, saying good year is looking for innovative ideas to work towards a sustainable future in business, pretty broad strokes. You could, you know, prototype a product, you could come up with a certain new business model or just throwing an idea. And what we after kind of looking through the case and trying to think through what are some ways that we can provide value to a large corporation like Goodyear, we found, okay, you have a problem of supply chain inefficiencies every big company does. Right? And they cost a lot of money. Yeah, you have a problem with, you know, encountering rules and regulations in different areas, and how do you make a different? How do you have different operations in Europe versus the United States versus Asia? And then how do

you deal with uncertainty? Right? There's a lot of it in our world today. And it could be related weather related, it could be human related. It could be law, you know, regulation related, all these uncertainties. Altogether, those things are problems and you can focus on any one of them. And we decided why not all three. Oh, there you go. Why not all three, and so our We'll be presenting on something called the digital twin, which is a, it's kind of like an AI concept where you can create using big data, a best version of yourself, or a best version of some function within your company. So for example, with Goodyear, how do you improve operations? Well, you bring in a whole bunch of data. And maybe for a trucker, they can quickly gather information of Oh, you know what the best route to take right now is this route rather than that route? And the way they get that is through something called the digital twin, super light. I would say that to try to tell what the digital twin I'm not the one on the team that's really gonna say that, but I know what it can do. Okay. Ultimately, I guess I like to think of it almost as like the perfect version of oneself. That version is created using millions upon millions of simulations thanks to data that is continually being uploaded to a space. And that, you know, maybe there's for within the supply chain, suddenly you're getting bad raw materials in a place. Well, you can know that right away and shift your operations to another part with within the structure of your supply chain. It's just, it's really fascinating to me, because if you're really able to become hyper efficient, not only do you save a lot of money, you save a lot of gas, right? So you have less carbon footprint. You save a lot of time, so you can focus your attention and your workers on areas that you really find really important. You can take on new projects.

Jake                      Because you reduce the amount of human capital stress as well absolutely are going well and you have people stressing out trying to counter reactivity fix problems. Sort of, you know, proactively avoid them,

Anders                    I think of it almost is like the human capital sustainability. In a sense.

Jake                      That's one of the things that interests me the most. Because I, that's been a roundabout way through the program. But one of the things I'm finding myself really the most interested in is the, the way technology is going to roll out and reshape the workforce over the next few decades. Because with the advent of, you know, smart technologies, ai automation, it's going to change, it's already changing, its rapidly changing faster than any of us even realize and what I'm trying to work my way into is kind of an area technology consulting area of sometimes like organizational change management digital strategy of like, as we update our companies with this new software's with new hardware as well, whether from automation to either digitally or physically. How are we going to make sure that The workplace still stays human centered? Because yes, there's going to be there will be jobs placement tests inevitable. But how are we going to do this in an ethical way where the systems that we develop, continue to work for us instead of the other way around? And, you know, I think it's kindred spirits in this way you were, I think from whether it be from the environmental



sustainability standpoint, or the human capital sustainability standpoint of, you know, we all want meaningful work. How are we going to balance that in an age where more and more can be done without any human interaction?

Anders

Yeah, I think we're in the MBA program at a really interesting time. When you when you bring that up, right, like this summer, the Business Roundtable, the collection of what over 200 different really big CEOs around the country, including Jamie Diamond, Tim Cook and others. They came together and there was a change in The direction of what it means to be a leader in business where it's no longer just increasing shareholder value. It's now being a good member of the community, whatever that however you can define that, but it's part of it, right? It's being good to your employees, right, treating them with respect, understanding they have found. And this these aren't just like, you know, kind of ideas that are floating around. This was the Business Roundtable, they said, this is something we need to do moving forward. It's part of being a good company, being a strong firm in the future. And to be here at UB and the MBA program, during what I think really is a monumental shift in the philosophy of what it means to be a successful business. It's just, it's fantastic and it offers up so many different opportunities and ways to think Here's how we can make a lasting impact.

Jake

Yeah, yeah. And I find that fascinating, because, you know, there's some, some people that have been calling this kind of new automation wave like the fourth industrial revolution. And you know, how is this going to affect not just the future of work the future of our communities, the future of our countries? And there has been this shift and a lot of these companies, do you start to see more and more companies? Where? Yes, the bottom line is private as a primary focus, but a lot of it's also like, what is the happiness index of our employees? You know, what are what are they saying about us? You know, a lot of these places more and more, they want to be a company that people genuinely want to work for. And that's been interesting, you know, because I'm, I got one year on you in the school right now. And as I've been applying places, and I've been talking to people in different companies I'm interested in one of my primary questions is, what is the workplace culture that, you know, like a lot of these businesses, you can end up doing very similar style jobs and all of them but to me, one of the things is like, is this a place that has the same type of internal values that I have, is this a place where I'm not just a grunt the like, do they appreciate you? You know, what is the what is the personal development? Like? Is this a place where I can my going to be stuck in a job? Or am I going to be encouraged to continue growing and to continue learning? And I think that is becoming more and more prevalent within businesses these days.

Anders

Businesses need to do that they need to if they want to, they want to hire and attract the best workers, right? And if they if they want to keep them, right, one of the biggest, I'm sure, maybe my background might be part of this. But one of the biggest issues that a lot of companies have encountered has been, you

know, what if there's turnover, there's higher turnover, they have younger workers who are hungry for, you know, being having an impact, right, being a part of something bigger than themselves. And if a company doesn't necessarily match those values, they're not going to hold on to their best and brightest workers, they're going to go somewhere that matches that. So in some ways that does fit within the bottom line, of course, too, right? Like they look at it and go, Well, that's going to actually

Jake the funny irony is where you know, the real, the best way to help your bottom line is to have the best people working for you and have them be happy. Because the happier they are, the more productive they're going to be. So you know, it's so funny sometimes when you look at, I feel like sometimes businesses shoot themselves in the foot when it's like, oh, you know, we can't be given away all this stuff when I was like some of the companies that have the best, most output, like I think, is it, Google where, once a week, their employees or once a month employees are encouraged to take like an entire week off to do whatever they want to do. They can do whatever they want to do with that time, they'll still get paid for it and the amount of new projects that have been developed out of giving them some additional time to the like, don't worry about your typical job at the moment. Do something that you find interesting productive whatnot. And efficiencies shoot through the roof when these companies do that. Even some companies are starting to go down to like a four-day workweek and efficiencies going up because the employees are like, wow, you're going to give me some more time to pursue my own personal life interest. But I am on the clock. I'm going to give you even more than I have.

Anders Yeah, some companies are going so far as saying mandatory, like, no work time, even when you're at work. And now, I can't think I think Boston Consulting Group has something like that, where there's like a portion of the day where you can't work. You have to, like stop doing things and just take a minute for yourself. Yeah, take a breath. Don't read your emails. Not quick. Yeah. And part of that, you know, I think one of the things kind of underlying theme, what we're talking about is trying to and you mentioned, like the happiness index, it's also it's, I guess, actually, the happiness index is definitely A major part of that it's just lowering stress levels. There's people do feel tension about the fourth industrial revolution, what does it mean moving forward? For me, for my family, for my community? The best companies are the ones that are jumping ahead and figuring out Well, here's where we might not be able to answer what it means for the country. But we know what it can be for, you know, what's wider, valuable, and look at each individual and saying you have meaning.

Jake Yeah, you know, there's, you know, some of the big consulting firms, especially the ones like Accenture, Cognizant, few others, they're starting to put together ethics committees already on how are we going to make sure that the AI and automation as these things are developed, that they are, you know, keep that factor and that was, that was a real promising moment to me to see some of

these large companies before the ball gets rolling to far, like we need to make sure we're doing this stuff in an ethical, Human Centered way. You know, it can't just be you know, what's the most Because efficiency is not always the best PR for us humans in some standpoints when the machine is starting to become much more about how do we make sure that this all works for the community works better? society? And that's been that's been real promising, you know, to see that and this is the type of company a mobile workforce company that values that.

Anders                    Are you like, are you pretty busy at this point, with interviews or with maybe more informational information gathering in your second year, so I got to learn what to do next.

Jake                      It's been nonstop for me, to be honest with you. I have a real interest in the consulting industry, which is you have to be very early on the game. So I, I had dozens of applications out when my school was starting. I've been in contact with several companies. I've had interviews already with someone in particular, I had final round with already and waiting you're back on that. So I've got many irons in the fire. Yeah. Yeah, you have to end it. Part of it depends on where you're looking at going, we're looking to do a lot of the more local companies in the area, if you're looking to stay within Buffalo, they're hiring phases, just kind of starting now. And we'll go through the winter. But if especially if you're trying to get out of the area or like work for, you know, we can major fortune 500 company, their seasons are typically earlier, there were a couple of postings that I applied for that the postings closed, like October 1, yeah.

Anders                    For what starts next summer?

Jake                      For what starts next summer. Yeah. So, you know, if that's something you're interested in, you know, just make sure you're, you're ahead of the game. Yeah. But it hasn't just been application process. For me, what I've been doing a lot of is I'm networking, like, genuine networking, where I've been be like, find a company that I'm interested in, and then I'll find an alumni program whose work either works there or has worked there. And just, you know, reach out to me like, Hey, you know, I saw that you currently work there. You know, I'm interested in Industry I'm interested in this company, can I pick your brain for 20 minutes and set up some phone calls? Some people I've met in person other people have met on the phone. And just generally as question just trying to learn more about it, and back to what I said, one of the big things is, was workplace culture. They're like, well, how was your first six months on the job? How does that compare to now that you've been there two years? Like had you feel that you were provided the opportunity, encouragement to grow as you wanted? It wasn't what you expected? Yeah, you know, it's not as much. I haven't called up anyone and been like, can you help me get an interview? It's, first of all, it's a terrible way to begin the conversation. Second of all, it's like, I want to make sure I want the interview before I even go for it. It's been really

just trying to understand these companies, from someone on the inside, understand, you know, how their journey has been, what they've been able to focus on what they liked, what they didn't like. So I've had a lot of candid conversations over the past couple months. And they did great. And it's interesting because some of the companies like really reassured like I definitely want to you know, probably Would love to work with it's going to be, then a couple other conversations like, think talking to me. But, you know, actually after this is I don't think this really lines up with what I want to do. Yeah. And that's okay.

Anders That's okay for you and it's okay for them. Right? Yeah. You don't want to go through a process where you suddenly end up in a place where you're like, that's not what I expected.

Jake And, you know, from their standpoint to you, it costs a lot of money to go through the whole hiring process money, you know, so if you both can realize early on, you know, maybe we don't jack Yeah, that's, that's better for all parties. Absolutely not. Absolutely. And one of the interesting things too, is, I feel like I always kind of knew this, but beginning the semester, we had a guest speaker come in for the second years, who's like a LinkedIn expert and get a job hiring expert. And he told us the stat that 80% of the jobs that are filled are not through formal postings. 80% so but 80% of the people applying apply to the standard postings. So you have 20 percent of the open jobs that almost everyone's applying to so if all you do is apply, you're fighting way more people than possible. Yeah, it's a very small amount of the jobs. Well, the majority of the jobs that get filled are through networking, who you know who to talk to. And far less people do that. So yes, I've applied through the standard, you know, whether the career sites and through companies like career portals or whatnot, but also I've just been trying to get as many conversations as I can, because that's where the real foot in the door comes from. Yeah, you know, and some of those have been successful after great conversation I've had some people be like, you know, I can tell from this conversation you're really interested you know, for me your resume and I'll send this on to a recruiter. And that's those are the type of things that I can help

Anders That's the 80 / 20 that's an operate optimization operationalization of the Pareto principle for all you listeners out there.

Jake The Pareto distribution, yes. Not everyone knows about that one.

Anders Are you from Buffalo?

Jake I'm not originally from here. But I've basically been a buffalo in the past five years. Okay.

Anders Well, I mean, one thing you mentioned talking with, like finding a company and searching for an alum alumni who might be at that company. That is, it really is

an amazing group of people who really want to help each other who have been and are going to the school view, reach out to somebody on LinkedIn and just say, Hey, I'm Jake Walsh. The second year MBA had up I'm pretty I'm guessing that that person went to UB they're pretty good at responding.

Jake                      Everyone I've reached out to has gotten back to me.

Anders                  That's amazing.

Jake                      Every single one. You know, it's interesting because they the online network is very tight. You know, people are definitely very willing to help out other people from the school, especially the school management alumni. I feel like the networks been built very well. And then there is something to be said though, as a Well about when you're a student, those conversations are much easier to have. Because you're learning you're in this academic area they want to, they want to help you do something. And one thing that I've been told, I haven't gotten to experience yet, but I'm assuming it's true is that once you graduate, that hope starts to diminish, because now your competition, you know, so take advantage of as many as those conversations as you can while you're still a student. Yeah. It within the alumni community, I still feel like they'd be very helpful. But even beyond that, I have done some outreach to people who I had no connection with at all. I would just find a person or an interesting position on LinkedIn and a company I was going after we just try and reach out. Some of them never got back to me, other people did. But definitely the ones through up are more willing to help. And like I say, the Career Resource Center is great as well. Yeah, they're very happy to help a human connection. And the people there was like I had a phone conversation yesterday with a gentleman from a consulting firm in Chicago. That I didn't see originally through LinkedIn. I didn't know him. But I was talking with grown up in the CRC. She's like, you know what, there's actually this alumni, I think that you should talk to you based on your interest. And she sent us an introductory email. And three days later, I was on the phone with them. And that's, you know, the type of dedication that the school gives back.

Anders                  Yeah, as well. I mean, they're dedicated, not just us, but to the alumni. Right, I actually met with a couple weeks ago, I sat down with an alumna who works now in supply chain operations for a company here in Buffalo. And we were having coffee having a nice conversation, and I mentioned the name of one of the advisors up in the CRC, Melissa. Ruggerio. I hope I'm pronouncing your last name.

Jake                      Ruggerio. I think that's right.

Anders                  And she mentioned Yeah, you know, she still talks with people who graduated five years ago, they'll walk into the office, and she'll be like, hey, it's been a while since I saw you come on it It's just an open door that people want to help one another. It's incredible.

Jake                    That's one of the interesting things to I don't know how many people know this. But CRC, it's a lifelong thing. Yeah. after you graduate, if 10 years down the road, you're going to switch jobs and you want to practice an interview and get your resume critiqued. If you're an alumni of the program, you can call them and they'll help you out no matter how long. It's been since you graduated.

Anders                It is good to get to know them while you're here.

Jake                    That's much easier if you already have a relationship with them. So funny, because I saw the other day asked me like, Oh, you know, first of all, they asked me if I go to the CRC, often, I was like, all the time, Career Resource Center for anyone who doesn't know what CRC means. And then like, well, who do you talk to while you're up there? I was like, well, when are critiquing my resume? I go to Pam and I do practice interviews. I go to Melissa, and when I need some general career advice, or someone to reach out to I go to Gwen like, there's all types of people up there you go. Yeah, and it's good to get a varied opinion too. I don't suggest always going to the same Council, you know, try and get some varied opinions. And they'll even tell you. I've been in London where it's like, you know, we've had like, twice now if you're talking to us about this, yeah. And be like, oh, okay, I guess I'll go next door. And it's very helpful, the tech community that's been built through that. So but on the job search train, have you been thinking about an internship for next summer? Or do you need one? Do you get a waiver for the CTE?

Anders                Uh, actually, I don't know. That's a fair question. I might, I might do a little checking in on that. But one way or another, I do want to be in an internship next summer, whether or not it's for credit, or, or not for credit. So I have been sending out my applications. I've had a couple interviews with companies here in town. My goal is to be in Buffalo. Yeah. So my focus is that a long term thing as well as yourself at least five to 10 years. Beyond that, you know, anything can happen. But I think for the foreseeable future, this is home. So it's really focusing on something like the firms and companies here in the Buffalo area, that work in areas that I really find interesting, right? So if they're, I'm also open minded to the fact that, you know, when it comes to something like sustainability, it can fit in a lot of different categories, right? I don't want to pigeonhole myself necessarily and say, Oh, you know, a financial firm wouldn't work. Bringing in ideas related to sustainability to a financial firm, I think you can offer a lot of value. Yeah, there are so many people looking to build portfolios, all about companies that are doing sustainable business practices, and in helping to build those portfolios will be fantastic. Yeah.

Jake                    So I want to take a quick step back now if we have actually, I'm kind of curious, the multiple different jobs and avenues you had before you got here. How do you think those help shape you for what you're doing now?

Anders                Yeah, I think I like to really consider myself quite nimble. Somebody You can take on a lot of different types of projects and succeed in them. And I've tested

myself in that, right. That's one of the reasons why I've done different things is by, you know, saying, Okay, let's work on building an accessible website. That's one of the projects that I work on. As a digital communications manager. I got married after that, and my wife and I both decided, you know, what, we need a little bit of international experience. We took classes to teach English as a foreign language, we volunteered, and both of us got placed in the program and met in Columbia. And that was a chance to go down and just see, can we can we do it? Right? Can we succeed in an environment that we have no idea about? That we don't know anybody there. It's a test in some ways, right? But it's, it's also just a chance to really like learn some new things and ultimately be, you know, a more marketable and interesting person. I think I want to be able to bring a lot of different things to the table in any in any subject, I believe because then, you know, if you have a diverse background, diverse collection of ideas, well there, I think you're less prone to falling into mental traps, you're less prone to your mistakes and biases that we all we all have. Right? I'm not saying that I don't have the same kind of like oh, you know, I focus on small numbers sometimes too. And I you know, what's available is what I think about right there are a whole bunch of mental traps that either an individual can still fall into, but I think by gaining so many different experiences, I am limiting the ability of those things to have a big impact on my decision making. I also I want to get to know people from everywhere I want this is There's so much out there to learn so much to do. And I think that that's actually one of the things that I found really valuable here at UB is the just collection of people that have come to this school, whether it's from abroad or you know, different ideas from around the Buffalo area as well. harp on my team again, but you know, we have one of my teammates is from India. Most of my teammates are from the New York area. And yet each one of them really thinks about problems in a different way thinks about how to achieve or, or work towards success in a different way. And you get that by meeting different people by talking with different people and really just trying to expand your own boundaries. Yeah. So that's been throughout my career, my career previous to being here, how do I expand my boundaries more? How do I learn more? And that's what more can I bring to the table to be successful and to make to make a group or team? They really care about its people. It just it comes down to people.

Jake

Have you consider doing any of the Global Perspectives?

Anders

Well, I'll be Yeah, I'll be doing I'll be going to the Silicon Valley trip in January. Ok. Now will be the one for about five days, touring some of the technology firms and last things about that. I'm very excited. Our first light intro class is next Monday. Okay. And the next year I would like to go abroad. I don't want to like pick one quite yet, just because there are so many Opportunity is, you know, I would be wonderful to go down to Costa Rica, for example, but I also know Okay, well, I've lived abroad in a Latin American country. Do I? Do I want to maybe go abroad into an area I haven't been before? Yeah, it's something like

the Ghana trip or the trip to China. So I'm kind of leaning more that way. Yeah. More expansion with embrace.

Jake I mean, technically, you can swing Costa Rica and one of those trips because there.

Anders That's true. That's true. I'm not against it. Yeah.

Jake I did the Costa Rica trip this past spring. And it was, it was I enjoyed it so much. And it was really, really eye opening. And that's the one thing about these programs, the global perspective programs that is really nice, because it's not just we're going to travel somewhere like you really do learn and it's kind of a tactile learning environment. I mean, yes, we had some tours, whatnot. But it was very interesting to have a tour of like San Jose, Costa Rica. But our guide also we got very, very powerful lecture on the development of Latin America from the Latin American perspective. And, you know, a lot of the views on you know, the United States and how he handled certain things. It's much different getting that perspective and I was very eye opening. And then beyond that, as well, we spent five days on a small coffee bar outside of the city, doing a mini consulting project really, to help this farmer think of some ways that he can help increase his bottom line a bit is he's in a, in a situation where he's struggling a lot because coffee is the major export out of Costa Rica, and a lot of major corporations, the Starbucks, the Maxwell House of the world who are live on farms all over Costa Rica, and it's been coming very hard for him to say A small independent coffee farmer. His focus is sustainability. But you know, sustainable practices aren't the cheapest. And he's got these large corporations really put pressure on, you know, the wages he's able to afford for his workers the prices you can sell his coffee for. And, you know, it was, it was a lot. It was hard because I mean, we were we were only there for five days, I think we left with, we gave him some good ideas to go with, but, you know, he's facing some hardships that we can kind of take some five days, you know, I think we're able to help some, but I hope things continue to work out well for him. And

Anders well, part of part of that is handing over the baton to the next group, right. Like, like you said, you can do so much in one trip. But it's about actually learning there and then ensuring that you can continue the process. None of these things just happen overnight, especially when you're trying to help a small coffee farm and a foreign country that that's work is going to go on indefinitely. As far as we, you know, as far as it looks to us, right, and I, I think what UB has to offer, there is a continual stream of individuals who care and who are, you know, going out and learning new things and working towards new things. You know, you have the project that you worked on there, and you can hand that off to the next group. does sound kind of interesting, might be interested in being that next group. But you know, it's, it's a reminder that we are on a continuum working towards these things, right. It's fascinating



Jake                      Yeah. I'm super excited to I'm doing a India trip this winter, okay. And it'll be the school's first time jackal, India. So it's this inaugural trip. And I'm super excited because not only for that portion of the trip, but only on early because we have a lot of Indian exchange students in the program, so I'm going early to stay with my friends over there, little over a month but you know, as you said, I I'm really trying to use the opportunity to gain that perspective and you know, see how other parts of the world really function you know, not just read about it go there and see it to appreciate that, you know, out of respect to the students we have here come from India to this program now I wanted to visit and you know, their home country

Anders                      That's fantastic

Jake                      I'm really excited that there's so many opportunities here but definitely I highly encourage you this doing

Anders                      your preaching to the choir, don't worry, I hear you.

Jake                      But yes, I mean, what do you have? What do you have for me? Well get bring a lot of questions. But take something away about that. You want to talk about your questions about or you're interested about.

Anders                      Well, I What did bring you to the program. I'm curious about that

Jake                      What brought me to UB?

Anders                      Yeah

Jake                      I, I kind of took this roundabout way of getting here. Honestly, I first started an undergrad and music. Did that for a few years, you know, just

Anders                      side note roundabout way to get here. What is that? I don't know what that means.

Jake                      I'm getting there.

Anders                      No, no, I did that was a terrible joke.

Jake                      I'm just a little slow. Sometimes it's Saturday. But yeah, yes, I started off in a music program. I did that for a few years and have not been really what I was that interested in. And I was also not the most responsible young adult when I first went to school. So I ended up leaving school. I didn't finish it first and then bounced around different jobs for a couple years trying to you know, figure out what I really wanted to do. And then a buddy of mine have started a company. And it was interesting. He was looking for some extra work. I was looking for something to do so I started working with my buddy startup and it really got this like business tick. And I was just like, Oh, this is cool stuff here. Like I was watching, you know, this idea that my buddy had one night. And now it was like

a registered business. And we were getting customers, and we had a website built out and we were, you know, starting to talk to business community. And I was like, this is so fascinating. So it really started to get me interested in the business world. And with that, I decided, Okay, look, now I know what I'm focused on what I like, I'm going to go back to school and finish my degree. So out of the few of us who started working on this project, we had law background and technology development background, we had all the same background, but no one had finance. And I was always good at math. So I went back to school and I got an undergrad in economics and finance, because I had already knocked all the core classes out of the way. When I was first in school, I was able to do an entire finance degree in three semesters. And then as I was doing that, I was like, okay, like I'm going to get this finance degree. I'm going to get my MBA, like, I'm just going to shoot this all straight through now I'm back to school. So I got finance degree. And then I rolled into the MBA, initially with this intention to keep working with some of the startups at first I was like, Oh, this is, you know, I want to take more of this entrepreneurship route. And that original startup that I got involved with that ended up not going anywhere, you know, 90% of startups fail. So there was on track, but it really got me interested in the small business aspects. So I still work with a couple small businesses in the community. But since I've been back in school now, and it's kind of developed, I, I really became interested in became interested in a lot of, you know, small project based work of like, you know, really, what's the problem we can fix? Let's paint that project out. Let's fix the problem, then let's go on to another problem. And that's what's kind of ended up now I'm pursuing a job and consulting industry, because I really become just addicted to, you know, finding problems and trying to fix them and then finding the next problem to fix and the next problem to fix and that's why I'm doing what I'm doing now is trying to get into the consulting firm and just start fixing people's problems or businesses problems as best I can. So it was interesting. I mean, in this world, it's 2019. So yeah, five and a half years ago, I was still in a music degree, like had no idea really what I wanted to do. And then now I'm here in this program, done a lot of data analytics work, partnered it with a lot of OB work as well trying to keep this balance of both the hard skills and soft skills and that's where it goes quick. I can't believe that it's already I got into final round interview the business two weeks ago, I was like, wow, I might have something to secure, you know, in the next few weeks. It's strange, but, but I've enjoyed it. You know, it's really, you know, I think you can kind of appreciate being out of school and going back into it, but it's really given me kind of a launch pad to kind of kick off open in a new direction. That's been So that's my short story.

Anders

But you know what? It still brings up that continuing theme, doesn't it? Yeah. Right, like you had where you were trying to figure out where to get to. And suddenly, without even knowing it, you're on a trajectory towards something that you couldn't have even seen five and a half years ago. And yeah,

Jake                      When I first went off to school, like anyone had said, like, we have a master's degree. Why do I need that? Like, I'm just going to go to school and now and now I'm so happy that I'm doing it. And also, I think, even though it was a weird way getting here at first, it definitely has led me to appreciate what being in school again Yeah, so much more. And because that's one thing like a lot of a lot of young adults when they first go to college should end up switching their first major no one really knows what they want to do when they first go. But now after kind of taking the time really figuring out what I want to do now, everything I'm doing this program is within purpose because I know what interests me, I know what doesn't interest me taking the classes that I want, that I know are going to benefit me and the classes that I aren't interested in. So okay, now I'm not going to touch those I know what I want to do. So that the clarity has been nice.

Anders                      I'll share one final note that might be kind of funny, I think, okay, you know, what my first my first degree or my first program was my first program, my first program, not degree, but the first program when I started my undergraduate, business. It did not stick.

Jake                      come full circle. Yeah,

Anders                      yeah, I was somewhere else and now, Business School.

Jake                      It's funny how that works. Well, Anders. It's been great. Thanks for thanks for joining me today.

Anders                      Yeah Thank you

Jake                      We will uh, yeah that's all I got.

Anders                      Thanks Jake

Jake                      Tune in next week, probably, I dont know, we will have a new one out soon.