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NEW GUIDE: PROMOTIONS NO GUARANTEE FOR REACHING C-SUITE

Lucas Group investigates why internal promotions are now less likely to lead to executive roles and how a recruiter can serve as a critical career ally.

Atlanta, GA – August 21, 2018 – Lucas Group, ranked third on [Forbes' Best Professional Recruiting Firms list for 2018](#), announced the publication of its latest guide, “The New Path to the C-Suite: Why You Can’t Count on a Promotion to Reach the Top (and How You Can Actually Get There)” authored by Talent Acquisition Specialist Audra Gaswirth.

“The New Path to the C-suite” is a roadmap for addressing one of the most common mid-career challenges: what should professionals do if they do not have a clear promotion pathway at their current company?

The guide covers four critical advancement concerns – aligning skills with opportunity, asking for a promotion, objectively assessing a promotion rejection and changing companies – with actionable, strategic recommendations.

“For mid-career professionals, advancement depends not only on skill and leadership potential but also on position availability,” says Gaswirth. “If the senior leadership team at a company is staying put, then there may be no opportunity for upward mobility, regardless of a professional’s qualifications.”

Making the jump to C-suite at another company can also be a challenge since openings for C-level positions are rarely made public. Without an inside connection, it’s difficult to know about these opportunities.

“This is where [a recruiter can be a valuable ally](#), providing market intelligence and streamlining the search process,” says Gaswirth. “Executive recruiters help professionals land jobs at organizations where they can achieve their full potential.”

Gaswirth emphasizes that recruiters are important allies even if a professional is not actively pursuing a job change.

“As your professional trajectory evolves, an executive recruiter can always serve as a sounding board for consultative advice. You never know when an exciting opportunity may come your way.”

Lucas Group recruiters provide consultative recruiting services for Accounting & Finance, Human Resources, Information Technology, Legal, Manufacturing, Military Transition, and Sales & Marketing.

About Lucas Group

Lucas Group is North America’s premier executive search firm. Since 1970, our culture and methodologies have driven superior results. We assist clients ranging in size from small to medium-sized businesses to Fortune 500 companies to find transcendent, executive talent; candidates fully realize their ambitions; and associates find professional success. To learn more, please visit Lucas Group at www.lucasgroup.com and connect with us on LinkedIn, Facebook, and Twitter.