

Joe Purcell: 2 Factors to Consider when Transitioning

- **Company Culture:** Company culture can be defined as a set of shared values, goals, attitudes, and practices that characterize an organization. It's the way people feel about the work they do, the values they believe in, where they see the company going and what they're doing to get it there. "I think that's one thing to focus more on—the company's culture, in addition to the job itself," said Joe. "A strong culture and feeling good about who you're working with is more important to veterans than it is to most people." Joe believes veterans relate well to the culture at Morgan Stanley—it feels familiar.
- **Networking:** Networking is more than just talking to somebody. It is the action or process of interacting with others to exchange information and develop professional or social contacts. Joe recommends a couple of organizations that can provide this type of meaningful interaction for those seeking careers within the financial services industry. In addition to the Veterans Network at Morgan Stanley, there is the [Veterans on Wall Street \(VOWS\)](#), VOWS is an organization dedicated to assisting former military personnel by facilitating career and business opportunities in the financial services industry. VOWS is a repository to assist veterans in getting and retaining jobs on Wall Street through symposiums, career development, and one-on-one networking opportunities. The other organization Joe recommends is [American Corporate Partners \(ACP\)](#). ACP is a free mentoring program that connects veterans and active-duty spouses with corporate professionals for customized mentorships. Some of the services ACP offers include resume review and interview preparation, career exploration, understanding job and networking opportunities.