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## 2020 Women Who Build Spotlight: Wendy Zang, Helbling & Associates

February 21, 2020 - Connecticut

Wendy Zang, Senior Managing Consultant at Helbling & Associates

How many years have you been in your current field? 5 years

Which project, deal, or transaction was the “game changer” in the advancement of your career during the last 10 years? After 19 successful years in journalism, I realized I needed to make a career change. Facing 40, I took a leap of faith and accepted an executive search position in the A/E/C industry. Everything was new (and scary), but I did it! I learned the ropes and the industry, and was soon making an impact matching organizations with the talent they needed. More importantly, though, I gained a new confidence in my own ability to grow and succeed – and that was the game changer. Taking on new challenges is doable, even and maybe especially, mid-career.

What would you tell your daughter about entering this profession? I’m blessed with two sons, but I would tell them, as well as my niece, that it is an amazing time to enter the A/E/C industry. There is a growing wave of recognition that diversity matters. We are hearing from more and more organizations that they are looking to build teams with people from different genders, ethnicities, backgrounds and experiences. Those diverse teams are making a real difference in an organization’s success.

New England Real Estate Journal - 17 Accord Park Drive #207, Norwell MA 02061 - (781) 878-4540