



## MIKE CALLAGY

**Trailblazer**  
DISC Type : ID

**Senior Director- Paragon Practice at Paragon**  
Greater Boston, United States

### Overview

Mike Callagy is a Senior Director with over 25 years of experience in high-volume technical recruiting for VC/PE-backed companies. He specializes in building elite engineering, product, and design organizations in sectors like GenAI, Cloud, and Fintech. People who have worked with him often describe him as strategic, collaborative, and resourceful.

As a veteran of the United States Army, Mike is passionate about supporting the military community. He has channeled this passion professionally by creating and managing veteran talent programs, acting as an advocate and ally for candidates transitioning from military to civilian careers.

He successfully established and ran the entire Veterans Talent Program at JUUL Labs.

### 👉 Personality Overview

Persuasive Charismatic Assertive

They like to keep things under control. They are charming and have the ability to align others behind their decisions. They do not mind taking risks and can make hard decisions, if necessary.

### 👉 Topics They Care About

- Veteran Advocacy**  
Ran the Veterans' Talent Program at JUUL Labs and is described in recommendations as an advocate and ally for veteran candidates.
- Executive Recruiting**  
Has over 25 years of experience placing executive and senior leadership talent within the technology, product, and design sectors.
- High-Growth Tech**  
Focuses on recruiting for high-growth sectors, including GenAI, AI/ML, Cybersecurity, Healthtech, and Fintech for VC/PE-backed companies.

### Talent Strategy

His strengths include organizational design, headcount strategy, talent mapping, and optimizing talent acquisition processes for scaling companies.

### Military Community

He is a U. S. Army veteran and lists the US Army as a company of interest, indicating a strong personal connection. [Predicted]



## Media Appearances

Mike has no verified media appearances

## Work History

- 4-2021  
Senior Director- Paragon Practice at Paragon
- 2019 - 2019  
Senior Program Manager, Veteran Programs at JUUL Labs
- 2017 - 2021  
Sr. Technical Recruiter – Integrated Defense Systems at Raytheon
- 5-2016 - 3-2017  
Sr. Technical Recruiter at River Group Technologies
- 6-2012 - 5-2016  
Manager, Product Sales and Operations Northeast Division at Comcast

## Education

- 1989 - 1996  
United States Army from Military
- Education details unavailable from Franklin Pierce University

## More Information

### Social Presence :



### Prographics :

Exp : **21** Location : **Greater Boston, United States** Job Level : **Senior**

Designation : **Senior Director- Paragon Practice at Paragon**

# Insights For Selling To Mike

## 👉 During A Call Or A Meeting

### DO's

- Address your competition clearly and confidently
- Showcase existing customers and use case-studies to grab their attention
- Use phrases like 'your decision will', 'you will impact' etc.

### DONT's

- Do not look like someone who doesn't know what they are talking about
- Avoid unnecessary negativity or slowness
- Don't hesitate from asking them how they truly feel about your product

## 👉 When Cold Calling

### Insights

**Pattern Interrupt:** Confident style, with a mix of informality and formality gets their attention.

**Pace:** Speak slightly fast. Sound like a 'gets shit done' person.

**Tone:** Do not sound too eager, as if you have met a friend suddenly after a long time. Keep the tone calm but confident.

**Tactics To Win:** Strong words, focus on results, respectful confidence

**Mistakes To Avoid:** Apologizing, nervousness, information overload, social proof

**Making The Ask:** Confidently, ask for 10-15 minutes. Allude to the results and outcomes that are possible. They care about the ends more than the means.

**Subconscious Driver:** Results and outcomes are what matter to them. Any credible shot at getting results will appeal to them quickly.

### Script

**Greeting:** Mike, this is [user\_fname] at [user\_companynamewordstwowords].

**Opener:** In 30 seconds if I could share how 100% of your sellers could kick ass this year, can I go for it?

**Introduction:** We have built an AI that predicts exactly what would matter to your buyer before you even meet them.

**Ask:** Can I put 15 minutes on your calendar to show you how this changes outcomes for you?

**Close:** [time1] on [date1] sounds good? Or would you prefer [time2] on [date2]? And [prospect\_email] works well?

## 👉 When Writing An Email

**Subject:** Exciting, direct

*Example: John, quantum jump', 'Is it game over?' etc.*

**Salutation:** No

*Example: Skip 'Hi', 'Hey' etc., use only the first name*

**Greeting:** No (Or say something unique)

*Example: Skip anything, or say something unique like 'What an exciting discussion it's been!'*

**Emojis/GIFs:**

**Bullet Points:** Could use

**Closing Line:** Informally state your ask

*Example: Something like 'John, if you are on, let's finalize tomorrow?'*

**Complimentary Close:** Unique, casual

*Example: Something like 'Looking forward!', 'To new beginnings!' etc.*

**Tone of Words:** Informal, direct

**Overall Messaging:** Focused on personal achievement

**Length of Mail:** Short

*Example: Ideally upto 100-120 words*

## 👉 While Negotiating & Closing

The secret to closing fast with Mike is

- *Relationship and product conviction matter equally, followed by a sense of achievement.*

Will you ever get a clear answer from Mike

- *If they are not convinced, they will say no albeit in a friendly manner.*

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## Insights For Deal Planning

How Fast (Or Slow) Will Mike Move?

- *They can reach decisions quickly if they develop trust and confidence in the product.*

Can Mike Take Some Risk Or Not?

- *They can take risks if necessary.*

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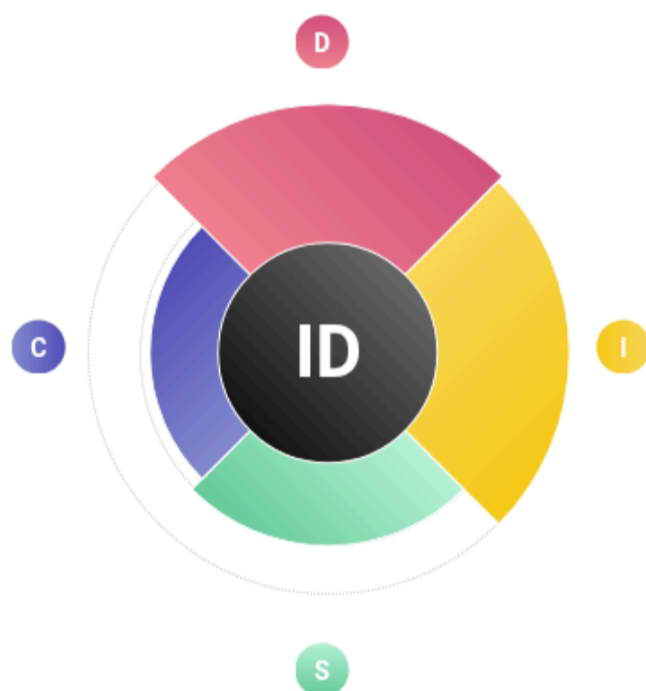
## You And Mike

### Personality Compatibility

Not enough data to show compatibility comparison

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## DISC Profile : Mike's Key Traits



### INFLUENCE

Influence(I) reflects the degree to which a person prefers to work by influencing or persuading others. Those scoring high tend to be people oriented, are motivated by social recognition and building relationships and can be described as warm and enthusiastic in general.

### DOMINANCE

Dominance(D) reflects how goal and task oriented a person is and her ability to accomplish results, irrespective of how demanding the circumstances might be. Those scoring high tend to be motivated by winning, competition and success and can be described as direct, demanding and strong willed.