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Did You Know?

40% of hiring managers will decide whether to hire you within first 7 minutes?

There are more males under age 5 in India than the total population of France?

Highest unemployment rate in the USA since 1947 was 10.8% in November and December 1982?

Americans are expected to spend \$45 billion on their pets in 2009?

\$2.5 trillion of subprime mortgages have been written since calendar year 2000?

Tiger Woods makes an estimated \$288,000 a day from endorsements?

Americans will incur \$39 billion in checking account overdraft charges and late fees on credit cards in 2009?

Contact Us

Edward B. Bradstreet, CPC
Bohan & Bradstreet, Inc.
741 Boston Post Road
Suite 101
Guilford, CT 06437
203-453-5535 ext. 223
203-453-5545 FAX
ebb@Bohan-Bradstreet.com
www.Bohan-Bradstreet.com

Leadership Style

How one leads is critical to the success of the business and should be a reflection of goals, economics, and the tenants that drive the business. In times of stress and change, leadership style rises as the key driver for execution of strategy and function. The two leader style differentiators are forceful (take charge; sets high expectation; decisive and defensive) vs. enabling (empowering; seeks input; shows appreciation).

Completed Searches

Ten examples of completed searches managed by Bohan & Bradstreet include:

VP Manufacturing
Controller
General Manager
Purchasing Manager
Supply Chain Leader
Senior Accountant
VP Sales
Software Engineer
Lean Champion
Senior Product Engineer

Equity Infused OEM Supplier
Dental Products Manufacturer
Metal Container Industry
Consumer Products
Medical Device Manufacturer
Energy Distributor
VC Infused Label Manufacturer
Capital Equipment Supplier
Capital Goods Manufacturer
Electronic Controls Industry

Retiring Reluctance

Beyond the financial changes that have stopped many people from retiring there are other factors like (1) emotional rewards of employment, (2) lack of a plan on what to do once retired, (3) potential failure to stay in touch with society, and (4) the mistake that leisure and recreation are enough.

Hiring Conflict

In small to medium size businesses, the key reasons for not hiring are (1) the inability to predict the economy and (2) rising costs (i.e. health insurance, taxes). The major reasons for hiring are (1) upgrading of talent in important strategic and tactical roles and (2) the opportunity to gain market share through ingenuity, customized customer driven programs, and expanding markets.

Quote of the Month

"The best way to predict your future is to create it." -*Stephen Covey*

Recession Confusion

Since the recession started the number of employed men and women that are 55 and older have increased by 5.6% for men and 9.3% for women which is much different than previous downturns. On the other hand, the unemployed 55+ age group is averaging 33 weeks to find new employment.

Best Innate Qualities

According to recent studies on successful hiring of the best quality for IT, customer support, and supply chain personnel, the qualities to identify are: (1) practical intelligence: resolve problems, provide new ideas; (2) integrity: trust of internal/external customers; (3) curiosity: need to learn & know; (4) enthusiasm: able to motivate positive action; and (5) diversity: complimentary skills to other team members.