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Did You Know?

USA Federal debt is growing at the rate of a million dollars every 30 seconds?

It is impossible to sneeze with your eyes open?

That the USA has gone from 4 to having only 2 of the top 10 world largest corporations in the last year?

67% of companies feel that senior level executives need to improve leadership skills?

Americans spent an average of \$29 million a day on movie tickets in 2009?

The cost of tuition, fees, room & board at an average private college is \$35,636?

That services account for over 85% of all the jobs in USA?

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Today & Tomorrow

154 million Americans are working or seeking work while an equal number are too young to work or retired. National unemployment rate is 9.5% and Connecticut is at 8.8%. The ratio of workers to Social Security beneficiaries was 16:1 in 1950 and is projected to be 2:1 in 2050. Concerning is that 47% of Americans aged 56-62 would run out of the funds necessary to pay for basic retirement expenditures if they retire at age 65.

Completed Searches

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

Financial Analyst
VP Supply Chain
Human Resources Manager
Manufacturing Engineer
Director, FP&A
Business Process Analyst
Quality Control Engineer
Sales Director
Managing Director
Business Intelligence Leader

Global Consumer Products
Engineered Products Mfg
OTC Consumer Products
OEM-Capital Equipment
Sensor Products Mfg.
National Distributor
Heating Controls Mfg.
B2B Financial Services
Consumer Products Mfg.
Global OEM Supplier

Expense of Employee Turnover

To replace mid to high level employees, the replacement is in the 200-400% range of the employee's compensation. Most companies have never calculated the lost money and totally underestimate the impact. With turnover rate at 14.4% annually, employee retention is an increasing challenge.

Dress for Success

First impressions are critical when interviewing. (1) Stay conservative (solid-colored suggested) and look like a professional; (2) be groomed including hair, nails, and fresh pressed outfit; (3) forget the strong perfume or cologne and excess jewelry; (4) make sure shoes are shined and forget the 5 inch stilettos; and (5) tame down on the accessories to bare minimum.

Quote of the Month

"If you don't have daily objectives, you qualify as a dreamer." *Zig Ziglar*

Improving Performance

Create a plan to improve performance by gathering insight from superiors, peers, and often subordinates. State the work performance expectation and benefits for achieving the goal. Identify measurement gates to track progress. Encourage others to evaluate and support transition.

Benefit Selling

Over the last two years, 401K matches have dwindled, pensions have been frozen, and healthcare costs have risen for companies and employees. It is now calculated that a 65-year old couple will need \$250,000 (a present value amount) to pay for out-of-pocket health care expenditures during retirement. As hiring starts to heat up, benefits may become a key factor in attracting and retaining talent.