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Did You Know?

There were 11,332 births per day in the USA in 2009?

1 out of every 8 American workers was in a union in 2009?

There are 5 out-of-work Americans (15 million) for every 1 job opening (3 million) in the USA today?

Since 9/08, the US government has spent more than it has taken in as tax receipts?

4.5% of US university grads are engineers while in Europe it is 13-15% and in Asia over 20%?

One of every 100 American adults is currently serving time in prison?

IBM has more employees in developing countries than in USA?

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Wrong Leadership

Hiring or promoting wrong leadership creates lower morale. The biggest negative impacts are (1) lower worker productivity; (2) loss of business due to quality, customer relations, and not meeting external customer expectations; and (3) higher employee turnover.

Completed Searches

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

Human Resources Manager
Engineering Manager
VP Operations
Metallurgist
VP Sales & Marketing
Senior Tax Director
General Manager
Product Engineer
Group Finance Director
JDE Project Manager

Consumer Products Manufacturer
Electronic Controllers Industry
Motion Controls Manufacturer
Medical Products Industry
B2B Software
National CPA Firm
Consumer Products
Defense Contract Manufacturer
Sensor Controls Industry
OEM Supplier

Long Distance Job Search Clues

Research geographical choices upfront (i.e. cost of living, education, amenities); use your business and social network for insight on companies and resources; act as a local (be familiar with landmarks, know driving distances; get a local cell phone number); and be proactive on availability.

80/20 Time Management

Leveraging your time is critical to success and the 80/20 rule most often applies. Try dividing your To-Do list into two parts with one part that should/must be done that day and the second part that needs to be done later in the week or in the near future.

Quote of the Month

"Failure is success if we learn from it." *Malcolm Forbes*

Talent Turnover

60+% of companies are concerned about losing talent in next 12-15 months. As the economy improves, key reasons why talent might exit are (1) pay increases; (2) dissatisfaction with work/life balance; (3) lack of career advancement; and (4) opportunities within a more proactive environment.

Outside-In-View

From the top candidate perspective, talent views a new employer with the following criteria: (1) competitive pay and quality of benefits; (2) opportunity for career advancement; (3) is it a good work culture; (4) financial stability; (5) quality of leadership; (6) growth opportunity of the company; (7) training & learning opportunities; (8) less stressful work environment; (9) flexibility in work arrangements; and (10) can I make a difference. .

Key to Short & Efficient Meetings

Want to get things accomplished quickly & efficiently. First, set an agenda that is limited and to the point. Second, assign deliverables for the meeting. Third, do not allow any electronic or battery operated devices. Fourth, pick an area where all will stand rather than sit.