

## In This Issue

- NEW Searches
- Up 62%
- Virtual Pitfalls
- Interview Miscues
- Change
- Did You Know?

## Did You Know?

There are 1,210 billionaires in the world and one third live in the USA?

America consumes 21.7% of the world's daily production of oil, more than double by China?

That Subway has more retail locations in the world than McDonald's?

There were five unemployed Americans at the end of January for every job opening in USA?

Average productivity of the American worker has increased +30% over the last decade?

1 of every 14 workers in the private sector is a union member?

The average home price in the USA declined by 11.5% over the last 5 calendar years?

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## NEW Searches

Sample of searches **Bohan & Bradstreet** is currently recruiting for:

Site Director	PE funded Medical Products Mfg.
Product Development Director	Consumer Products Manufacturer
M & A Director	Environment Products & Services
Business Analyst	Global Consumer Products
IT Director	National B2C Services
Senior Brand Manager	OTC Consumer Products
Global Tax Manager	NYSE listed B2C
Senior Engineer	Automation Products
Supply Chain Planner	Consumer Products Industry
Division Controller	Global Electronic Components
Marketing Director	PE funded Consumer Products Mfg.
Supply Chain Director	Business Equipment Innovator
FP&A Director	PE funded Consumer Products
Business Development Leader	Industrial Products Industry
Sales Analysis Project Manager	NA Transportation Systems
Financial Reporting Director	NYSE-listed Global Business
Product Development Director	Wellness Products Industry

## Up 62%

Throughout 2010, **B&B** witnessed a business shift from expense reduction and cost control to revenue growth, product development, acquisitions, PE investments, new channels, and geographic expansion. 1Q 2011 was a 62% increase in completed searches with new and long term clients that ranged from consumer and industrial products to energy, business services, healthcare, and PE funded enterprises. Our pipeline is full and hiring decisions have quickened.

## Virtual Pitfalls

An increasing number of businesses have moved to a virtual structure to accommodate geographic expansion and employee interests. The top four reasons why virtual organizations under perform are: (1) lack of cooperation and trust; (2) lack of definition of members' roles; (3) lack of direction, priorities, and deliverables; and (4) lack of engagement and personal interaction.

## Interview Miscues

Executives polled said that not answering a question fully or correctly is the #1 mistake on interviews followed by resume misstatements or omissions, inadequate references; and lack of follow up. To avoid the #1 challenge, consider asking a question to define intent when asked questions that are too open; be prepared to provide insight on appropriate skills & knowledge; and follow up an answer by asking if the interviewer wants more details.

## Change

Setting too many simultaneous goals is an exercise in futility. First, have a plan with a long term perspective because change doesn't happen overnight. Expect setbacks. Change works best in small manageable increments that allow one to incorporate new skills. Change builds on itself, requires a series of adjustments, and occurs unevenly. Remember, "If you don't create change, change will create you."