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Did You Know?

US is projected to spend \$2.7 trillion on health care in 2011?

1 out of every 6 American workers is employed by the federal, state or local government?

USA has the highest fertility rate of rich nations with 2.1 children per mother?

All of the clocks in the movie "Pulp Fiction" are stuck on 4:20?

1 out of every 22 people in the world is an American?

A net worth of \$598,435 ranks one in the top 10% of wealthiest Americans?

58.1% of working age Americans had a job as of August 1st, the lowest percentage since 1983?

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Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

VP Finance
IT Director
Marketing Director
Accounting Manager
Product Engineer
Divisional Controller
Supply Chain Analyst
Regional Sales Manager
Product Manager
VP Human Resources

PE Infused Engineered Products
Metal Packaging Industry
PE Infused Consumer Packaging
Energy Distributor
Capital Equipment Manufacturer
PE Infused Water Treatment Mfg.
Global Consumer Products
Transportation Services
Vehicle Accessories Mfg.
OTC Consumer Products

Managing Behavioral Change

Annual reviews often yield insight on the need to change behavior to improve performance. To change behavior one must first know what you want to change; second you must decide to change it; and third you need to know how to change it.

Measuring Employee Loyalty

Use a survey to measure employment engagement. Have the employee critique leadership, current role, and work environment. Ensure key employees understand business strategies; engage promotable talent on special projects; promote team building; establish mentoring programs; and use training to increase confidence and develop skills .

Performance Review

When giving an appraisal, be punctual, make the employee feel welcome, address confidentiality, and establish an agenda that accomplishes three areas: (1) evaluation of employee work performance during last year; (2) address strengths and identify areas for improvement; and (3) set objectives and goals for upcoming year. Allow time for questions and answers. Have employees use S.M.A.R.T. (Simple, Measurable, Achievable, Realistic and Time-based) concept to help write their goal statements.

Quote

"If your ship doesn't come in, swim out to it!"

Jonathan Winters

Protect Your References

Tough to move your career forward without references and references change employment, email addresses, telephone numbers, and residences more often than realized. As a habit, plan on touching base with your references twice a year and confirm their availability if needed.

2nd Half Trends

About 35% of employers said they will hire new employees in the 3rd & 4th quarters of 2011. Leading the charge will be customer service, information technology, sales, marketing, and business development. In addition accounting, engineering, and supply chain is on the increase. Primary drivers are potential business growth, organizational shifts, promotions, confidential replacements, and in-sourcing of outsourced functions.