

In This Issue

- Workforce Performance Metrics
- Completed Searches
- Family Business
- Bucking the Trend
- Telecommuting Conflict

Did You Know?

That \$1 out of every \$7 spent in the US economy is health-care related.

Only 12% of American workers belong to a union, yet 48% of government jobs are unionized.

The top 1% of Americans (ranked by gross income) earns 21% of all income in the USA.

Only 8% of workers are saving at least 15% of each paycheck for retirement.

Since 1930, there have been 8 times that a presidential election has changed the political party in the White House (i.e., Republican to Democrat). The S&P 500 has produced an average total return of +5.3% in the first year following the 8 different elections, but has lost money 5 of the 8 times.

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

Workforce Performance Metrics

How do you measure workforce performance and productivity? Some of the key metrics that executives are evaluating are ability to (1) build and sustain customer loyalty; (2) increase market share and attract new customers; (3) recruit & retain skilled staff; (4) have a performance minded workforce; (5) identify & develop leaders; (6) manage risk; and (7) have flexibility to adjust quickly to change.

Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

VP Finance	VC infused OEM
Human Resource Manager	Consumer Products Leader
Strategic Buyer	Business Products Manufacturer
General Manager	Environmental Products OEM
Operations Analyst	Health Care Consulting Firm
Sales Manager	Heavy Equipment Distributor
Tax Director	Biopharmaceutical
Production Manager	Security Products Manufacturer
IT Project Leader	Telecommunications Products Leader
Category Manager	Consumer Products

Family Business

Congratulations to family businesses that have been successful in passing the baton onto the next generation where the growth and the wellness of the business is sustained or improved upon. According to the Family Firm Institute, roughly 40% have success in migrating to the 2nd generation, 12% to the 3rd, and 3% to the 4th. The #1 reason for failure is lack of interest of the next generation in the family business.

Bucking the Trend

When a downturn in the economy occurs, layoffs are more common. Bucking the trend has been an increase in the hiring of 55 and over employees. Since early 2007, 55+ year olds have increased from 12% to 18% while those 54 and under have fallen off by over 1.5 million. Two major reasons; (1) commitment to work & put in the extra effort; (2) knowledge "been there-done that" & wisdom of dealing with tough times.

Telecommuting Conflict

Virtual roles are increasingly popular and 37% of U.S.-based and foreign companies offer flexible work arrangements. But there is a downside with coworkers who do not commute. A new study identified that the higher the prevalence of teleworkers, the greater the probability that non-teleworkers will stay with their employer. Major reasons are amount of time co-workers telework, lack of personal interaction, and amount of autonomy given to teleworkers. This is amplified in team based environments.