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Did You Know?

That over 2 million workers in the USA quit their jobs monthly?

China is the #1 potato producer?

USA spends an average of 35% more of its GDP on R&D than its eight largest trading partners?

There are roughly 7,000 languages spoken worldwide?

Spain's unemployment rate is 24.8%?

Only one person in two billion will live to be 116 or older?

North Carolina has the lowest percentage (3.5%) of all workers belonging to unions?

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Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

SVP-Marketing
Manufacturing Engineer
Finance Manager
VP Sales
IT Director
VP Managed Services
Purchasing Manager
Tax Manager
HR Business Partner
Supply Chain Director

Global Technology Provider
Medical Device Industry
PE Infused Metals Industry
Aerospace Components
Consumer Products Mfg.
Audio/Video Leader
Motion Controls Mfg.
Public Accounting Firm
PE Infused CPG Mfg.
B2B Products Distributor

Art of Behavioral Questions

Behavioral interview questions can be a good predictor of the future if interviewers can pull something tangible and useful out of the response. Example, when problem-solving is an integral part of the job, asking "How many golf balls would fit in an airplane?" can illustrate how a candidate would approach and reason through a problem.

Good News Bad News

First the good news. There is a direct correlation between employee recognition and retention. Recent surveys said that 81% of employees receiving recognition made them more satisfied with their work and/or position in the company. The bad news is that 55% of employees would leave their jobs for a company that recognized employees for their efforts..

Monthly Quote

"It's easy to make a buck. It's a lot tougher to make a difference." *Tom Brokaw*

Experience Differential

Building infrastructure and strengthening functionality in business requires a blend. Often companies gravitate toward lesser experience to meet salary constraints which might be in direct conflict with quantity and quality of output and meeting demands on business. Four skills that an experienced candidate most often offers are knowledge, problem solving abilities, judgment history, and people relations management.

Workforce Planning

Critical to achieving business goals is workforce planning and predictive hiring. Keys are forecasting and assessing strengths and weaknesses of talent requirements, succession planning, leadership development, recruitment and retention, retirement analysis, performance management, environment forecasting, job skills inventory, and metrics.

Why Talent Leaves

Lack of open-mindedness drives talent away. The best people want to share ideas and be listened to. Ideas may be contrary to vision, strategy, process or policy. If leadership views opposing voices as an annoyance and a sign that someone's not a "team player," then talent may leave, change and evolution may occur slower than needed, and a company may be left with a bunch of "yes" people saying the same things to each other.