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Did You Know?

That 33% of USA businesses are partnerships?

In 2nd Quarter 2012 five of eight employment indicators were up for a 0.3% increase?

Since 1997 the number of publicly traded companies in USA has decreased by 38%?

James Bond movies are the most lucrative franchise in cinema?

90% of all Americans live within 15 miles of a Wal-Mart?

74% of small businesses had a neutral employment status in 2Q 2012?

The median net worth of American families dropped 40% in the 2007-2010 period?

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Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

CFO
Project Engineer
HR Director
Marketing Director
VP Sales
FP&A Manager
Sr. R&D Engineer
CIO
Production Supervisor
Managing Director

PE Infused OEM Supplier
Metal Stamping Industry
PE Infused Specialty Chemicals
Diagnostic Equipment Industry
PE Infused Consumer Products
Top 100 Global Technology
PE Infused Medical Devices Mfg.
B2B Consumer Products
PE Infused Food Products Mfg.
Business Intelligence Leader

In-Bound Marketing

Consumer behavior has changed and many companies have not adjusted. An increasing number of consumers would rather click, email, text message, and order on-line before speaking to a stranger who is speaking at them rather than trying to solve their problems and/or fulfill needs. 10% of all consumption is now via smartphones and 1% of all ad budgets is spent on mobile technology.

Jobs Misalignment

When the economy retracts, layoffs occur and job vacancies shrink. When the economy starts to recover, unemployment falls more slowly because of shifts in the economy that create a mismatch between skills employers seek versus skills offered by the majority of the unemployed. In most recoveries, vacancies often pick up faster than hiring because companies prefer to hire candidates with desired skills rather than endure training.

Monthly Quote

"Expect the best. Prepare for the worst. Capitalize on what comes." *Zig Ziglar*

Talent Planning

#2 on the top 10 business issues facing CEOs is talent planning, acquisition, retention, and deployment. Aligning human capital resources with strategic goals and business practices is essential for the success of all companies. Talent deployed and utilized can avoid production disruptions, accelerate time to market, eliminate talent shortages and surpluses, and guide an organization's strategic direction.

Why Talent Leaves

Shifting whims and strategies detract talent. Having projects cancelled or strategies changed in the midst of initiatives will alienate top talent. The best solution is to build an incubator around talent, by giving them new exciting projects to work on and enough opportunity to deliver what they've promised.

Employment Trends

93% of C-level executives are now forecasting growth for 2012 due to targeting of new customer segments, acquisitions, new products, and geographical expansion. Unemployment stats have flip-flopped with a higher % of 45-64 being unemployed than 16-26 years olds. This reverse supports the evolution of positive growth where business first hired knowledge to resolve changes and downturns; now with growth happening companies need to invest in infrastructure which means a willingness to train versus going for experience.