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Did You Know?

That 11.8% of all mortgage loans in USA are over 30 days delinquent?

The lifetime median earnings of someone receiving a bachelor's degree today is \$2.3M?

There are 79,000 Americans at least age 100 that are alive today?

Wal-Mart is the world's largest privately-held employer?

The US Postal Service has lost more than 5 billion dollars over the past year?

No word in the English language rhymes with month, orange, silver, or purple?

45% of the electricity in the USA is generated from coal, 24% from natural gas, and 20% from nuclear power?

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Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

R&D Engineer	PE Infused Medical Devices
Divisional CFO	Engineered Testing Services
Quality Director	Pharmaceutical Packaging
Account Coordinator	PE Infused Medical Products
Project Engineer	Metal Stamping Industry
Managing Director	Data Intelligence Leader
CNC Programmer	Capital Equipment Manufacturer
Tax Manager	Retail Holding Company
Product Manager	Niche Medical Products Leader
Senior Financial Analyst	Motion Controls Industry

Employment Trends

North of 3.5% of the US workforce has been unemployed for at least six months and the average unemployed worker has been searching for 40 weeks. Many of the unemployed have stale skills or have been caught in cyclical downsizing (i.e. factory closures, construction) so the growing concern is whether these workers can adapt to new work settings and may need to restart their careers in a totally new role.

Social Media Goofs

Recently a CFO was fired for disclosing company information via social media that was viewed as not acceptable for public knowledge. Here are the top three mistakes made by companies regarding social media: #1 no plan, strategy, and/or governors on content; #2 content is not prioritized (should be more informational than promotional); and #3 executive team have unrealistic expectations for results because social media is a marathon and not a sprint.

Monthly Quote

"Success is simply a matter of luck. Ask any failure." *Earl Nightingale*

Being a Mentor

Developing and coaching requires interactive conversations that (1) state an observation; (2) invite a response; (3) summarizes responses; (4) state specific items to be corrected; (5) seek feedback; (6) agree on mutual implantation; (7) identify measurement and follow up; and (8) end on a positive note of encouragement.

Modern Math

There are over 5 million eligible workers (16 years old) that arrived on the employment scene over the last two years; the % of men and women seeking work have steadily decreased over last 5 years; and job creation has not been able to keep up with layoffs in 2012...yet unemployment has been lowered to 8.1%.

Career Development Silence

Most employees do not know what they will be doing in 5 years. Promotable talent represents 5-8% of the employed population and they want to know about career opportunities and succession planning beyond annual or bi-annual performance review meetings. Empty promises and lack of career strategy planning and execution drive talent away. Prudent leadership nurtures and strategically develops talent.