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Did You Know?

That it costs about 3 cents to make a \$1 bill in the United States?

Only 5 of the last 52 fiscal years in US history have ended with a surplus?

Since 2008, electricity bills in USA have risen faster than the overall rate of inflation?

Every ½% decrease in the unemployment rate is equal to 778,000 Americans going back to work?

24.7% of Americans never visit a medical provider during the year?

Average tuition, fees, room & board at a private college for 2013 school year is \$39,518?

Rory Mcllroy averaged 69.63 strokes per round during 2012 season (lowest for the PGA tour)?

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Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

Corporate Controller	Global OEM
Managing Director	BI Software
Sales Manager	Optical Technology Leader
Operations Director	PE Infused OEM Supplier
VP Manufacturing	Metalworking Industry
Human Resources Manager	PE Infused Consumer Products
BI Manager	B2B Distribution
Shared Services Manager	Automotive Aftermarket
Controller	Global Leasing Firm
Product Engineer	Aerospace Components

Best-In-Class, Growing Leaders

Reality is that 50+% of all C-level executives will retire (or be retired) in next 3-5 years. Here is what the best companies are doing to ensure an adequate supply of leaders for tomorrow.

- **Develop talent from entry level to the C-suite**.....a long-term investment strategy
- **Measure leadership performance and potential**....evaluation methods can include case studies, work simulations, project planning/management and behavior-based interviews
- **Assess results**....a leader is always interested to learn directly how their boss views strengths and weaknesses as well as the opportunity to build an action plan that is endorsed by all parties.
- **Track leadership development**....tracking results to plan is essential; this can be accomplished through immediate superior and external coaches to support progress and provide stimulation and mentoring.
- **Encourage mentors**....assigning a mentor as part of a leadership development programs doesn't work. Best approach is to provide a wider universe of people in the organization as mentors to stimulate "high-potentials."
- **Career path discussion**....aligning career vision, opportunity, deliverables, and responsibility is important. People appreciate it when their boss wants to discuss career development and planning.

Monthly Quote

"Your attitude, not your aptitude, will determine your altitude." *Zig Ziglar*

Losing Market Value

If you were unemployed in the last 5 years, there is better than 50% chance that you created the problem. To sustain market value and be highly employable, one must continue to develop and apply new skills, knowledge, and processes. **Companies can not afford to increase compensation or offer employment to employees that are not investing in their career development.** Some careers are stalled because the employee is in a dead-end role or company. There are multiple stages in a job cycle that all of us experience. In the beginning it is the honeymoon and learning experience; then comes mastering the job and achieving targeted results. As the job matures one questions where do I go from here and if there isn't an opportunity for skill growth and new challenges, demotivation starts to happen and then burn out. Taking accountability of market value is critical if you are career focused as opposed to just wanting a paycheck.