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Did You Know?

That 5% of the US population accounts for 49.5% of all health care expenditures?

Two parent families are working 26% more hours than they did 3 decades ago?

There are over 25 million bubbles waiting to burst out of each bottle of Champagne?

1.36 million Americans filed for personal bankruptcy in calendar year 2011?

16.7% of the US population is either Hispanic or Latino?

36% of all American households spend at least 30% of their pre-tax income on housing costs?

2.9% of US marriages are considered long distance?

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Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

VP Finance	PE Infused Medical Products
Operations Director	Environmental Products Mfg.
Senior Engineer	Motion Controls Manufacturer
BI Leader	Consumer Products Distributor
Trade Manager	PE Infused Consumer Products
Corporate Controller	Metal Stamping Leader
VP Human Resources	Consumer Products Leader
Best Practices Leader	Capital Equipment Distributor
Rain Maker-VP	BI Software
VP Engineering	Aerospace Components

2012 Reflections & 2013 Projections

Since the 2nd half of 2009, the economy has been growing. 2012 started with 8.5 % and ended with 7.8% unemployment. There are over 4 million less jobs today than 4 years ago. Optimistic economic growth projections for the USA are 2% and that will most likely be more than the increase in household income due to higher tax and social security deductions. There will be more acquisitions, consolidations, and automation. Confidential replacements and development of talent are high on CEO's agenda.

New Job Tips

You have just started with a new employer and want to make a favorable impression. Be curious. Ask questions. Show interest. Avoid appearing like you are more knowledgeable than you really are. Have lunch with a peer or mentor to gain knowledge and build relationships. Establish goals that are achievable. Too many attempt to over perform and burnout yields less productivity at work. Proactively seek out ways to help your colleagues and customers. Work hard and be punctual. Invest time to learn and master new skills.

Monthly Quote

"If you don't invest in your future, mediocrity will be your best solution." *W. Bohan*

Cognitive Compensation

Money is a key stimulator for some but not all. Recent studies have shown that financial rewards for results with cognitive thinkers more often lead to worse performance. Cognitive thinkers are creative and more complex personalities that are stimulated by learning, achieving goals, and self improvement. They are self directed and want to acquire knowledge and make a difference.

New Year Perks

As the unemployment % decreases, retirements start to increase, and businesses evolve, the battle to retain and attract employees is greater than in the last five years. After years of salary stagnation and benefit cutting, companies are starting to get creative and implement changes. A few examples are: discounted gym memberships to encourage health; commitment to training and self-improvement; casual dress on Fridays; nap room (a 10 minute nap in early afternoon boosts productivity); open vacation policy (having flexibility to take time off does translate to higher goal attainment); and summer hours (e.g. leave at 2pm on Fridays).