

### COMPLETED SEARCHES

**Human Resources Manager**  
B2B Capital Equipment Distributor

**CFO**  
Packaging Products Manufacturer

**Manufacturing Director**  
PE Infused Building Products Mfg.

**Senior Engineer**  
Security Products Manufacturer

**Divisional Controller**  
Fortune 100 Company

**IT Director**  
Automotive Products Manufacturer

**Sales Manager**  
Business Intelligence Software

**Human Resources Director**  
Nutritional Products Marketer

**Finance Manager**  
PE Infused Retail Holding Company

**COO/General Manager**  
Consumer Product Start-up

### DID YOU KNOW?

1.22 million Americans filed for personal bankruptcy in calendar year 2012?

An American baby born in 2013 has a life expectancy at birth of 78.7 years?

Over 50% of the US coastline is in Alaska?

The government paid \$359 billion of interest expense on our outstanding debt during fiscal year 2012?

Single-family home prices gained 5% in 2012?

The smallest island with country status is Pitcairn in Polynesia?

Unhealthy workers cost employers an average of \$11,176 per active employee every year?

### FINDING TALENT

Attracting the best possible talent to join your company is not the same as purchasing a product online. Talent has options and can be unpredictable. A product bought online will always show up if you pay the appropriate price and follow the correct purchasing process. Talent has opinions and time constraints where a product won't have any thoughts or issues with time. Talent will want to reference check and validate the leadership, culture, and direction of the company. A product won't. The securing of talent has a lot of variables and the number of intangibles in any hiring process is the very thing that prevents hiring talent from being a replicable and reproducible process. Bohan & Bradstreet understands the challenges of identifying, attracting and securing talent and that is why over 85 companies annually call us to partner and strategize on talent acquisitions.

### EMPLOYEE ENGAGEMENT

Studies have found that engaged workers deliver three times as much value as disengaged workers. Encouraging employees to be engaged is an art form and unfortunately, over time managers and organizations unknowingly do things that cause workers to disengage and give less than 100%. The key characteristics of engaged workers are (1) welcoming and inclusive attitude; (2) receptive to change and new challenges; (3) want to be involved and take ownership of responsibilities; (4) engaged with higher energy levels; (5) proactive and seeking to add value; (6) advocates of what works well; and (7) authentic or real about who they are and what their role is in the organization.

### WHEN IS IT TIME TO HIRE NEW LEADERSHIP

Leadership that was part of a company's history before the downturn in the economy is not always the leadership of the future that will drive a business through a turnaround or growth after the recovery. As a business changes, leadership often has to be replaced or new leadership has to be added to support strategic and tactical initiatives. The top four barometers that are triggers for change are: (1) when the cost for lack of change is impacting profitability, growth and/or strategy; (2) when the complexity of managing the company operations goes beyond the capacity of the incumbent; (3) when the partnering with internal and external customers is not meeting expectations; and (4) when the company is setting a new course and requires leadership with new expertise. Bohan & Bradstreet is constantly partnering with executive team on organizational realignment, leadership change, and talent acquisition.