

COMPLETED SEARCHES

Engineering Director

PE Backed Electrical Products Manufacturer

Tax Manager

Regional CPA Firm

Operations Director

Consumer Products Manufacturer

VP Finance

PE Infused Engineered Products Manufacturer

CIO

Consumer Products Distributor

Marketing Director

Medical Products Industry

Human Resources Manager

Communication Products Distributor

Senior Quality Manager

Plastic Molding Manufacturer

General Manager

VC Financed Consumer Products Business

Business Intelligence Leader

B2C Consumer Products Company

DID YOU KNOW?

That the USA produces 21% of the world's manufactured products?

Net worth of households and nonprofit organizations in the USA at end of 2012 was \$66.1 trillion?

For every \$1 spent in USA manufacturing, another \$1.48 is added to the economy?

Only 14% of all the people on Earth live in the Americas (North, Central, & South)?

Connecticut unemployment rose in June 2013 to 8.1%?

The average USA manufacturing worker earns \$77,060 annually?

The average employee in the private sector receives benefits equal to 42 cents for every \$1 of wages earned?

Job Growth

For the last 20 months, employment of IT staff at all levels has increased 5.7% and there are now 4.5 million IT personnel employed in the USA. In an economic downturn, investment in technology and software ceases because the ROI may be too long. With an economic upswing, companies are investing in ecommerce, web development, communications, and software enhancements to support business growth and efficiencies.

First Impressions

Majority of people will judge you within the first 30 seconds of a meeting and that impression most likely will not change. Keys to making a favorable impression are (1) setting an intention of the impression that you want to leave; (2) appearance is very important because clothes, make-up, hair style, shoes, jewelry, and watches are judgment factors; (3) body language, hand shakes, and posture leave impressions; and (4) be interesting and having genuine interest in learning more about the person that you are engaging a conversation with can be a WIN-WIN.

Final Negotiation Strategies with Employers

Prior to final negotiations on benefits, compensation, start date, vacation time and/or title, one must size up fairly the "need to hire you" by the employer versus the "want this role & company" by the candidate. Too often a power play is made where one side dominates over the other. Negotiations should be a give and take event. Four things need to be evaluated: (1) what is your best alternative if you don't take this offer (know that other candidates might be strong alternatives); (2) where do you draw a line in the sand (what is the minimum that you will accept knowing other candidates are in play); (3) what value does this opportunity have from a career development view (opportunity to gain experience and be rewarded in future is typically under valued); and (4) what leverage do you have that will create favorable negotiations (typically few).

Warning Sign

Often candidates outgrow their role and employer. Just as often an employer can outgrow an employee. One sign is that your boss is giving you the big chill. Due to competitive pressure and expectations by customers or executive level influencers, companies lack patience and can be very decisive. If you are not meeting expectations or coming up short on deliverables, then hiring authorities will make cuts. 2014 goals are being established and talent evaluation, recruitment, and upgrading are being discussed.