

### COMPLETED SEARCHES

**Corporate Controller**

Manufacturing Conglomerate

**VP Manufacturing**

OEM Supplier

**Product Manager**

Capital Equipment Manufacturer

**Manufacturing Engineer**

PE Infused Medical Device Industry

**Finance Leader**

Investment Software Provider

**IT Director**

Consumer Products Distributor

**Marketing Director**

Healthcare Products Industry

**Senior Engineer**

Sensor Controls Manufacturer

**Division HR Manager**

Consumer Products Industry

**Group Finance Director**

Global Tier 1 Supplier

### DID YOU KNOW?

27% of Americans are paid at minimum wage?

Unions represent 37.6% of the employed in the USA?

In January it was colder in Chicago than the South Pole?

21% of companies perform remote wipes of cell phones when an employee quits or is terminated?

North Carolina has the lowest rate of union employees and New York the largest?

37.7% of the 10.4M unemployed have been out of work for more than 6 months?

Average sales price for a new home is \$270,200 in USA?

### Employment Trends

A leading statistic for employment is the unemployment rate and although it is falling, the unemployment rate may not be the best barometer of what is happening in the marketplace. In a down market, the employed are most often reluctant to make a change and jeopardize a pay check. From 2004 to early 2008, about 2.3% of those employed quit monthly with the vast majority accepting new employment. That "quit" rate dropped to 1.2% by early 2009 and now after five years the rate is back to 1.9% as confidence is starting to rebound. Although the hiring rate is increasing, the number of new roles is not keeping up pace due to business restructuring and automation. Over 90% of new hires are currently employed and that has not changed over the last decade.

### Leading by Example

Being an effective leader is a challenge. The biggest role of a leader at any level is to build trust, respect and support from your team. Being direct and over communicating values, processes, and "the message" to ensure all are on the same page is essential. Strong follow up and accountability to drive commitment and attain goals is critical. Encouraging new ideas and processes to stay competitive and push productivity and other key metrics is a must. Lastly, having a common cause whether beating a competitor or achieving a milestone is an incentive that all aspire to is a huge motivator and team builder.

### B&B Difference

The business model for a Connecticut OEM had shifted from a vertical manufacturer to more reliance on contract manufacturing with a more demanding supply chain element. Information technology was underutilized and dated. CEO and CFO initiated a call to B&B to potentially recruit a Project Manager to work for the IT Director. B&B led discussions with the executive team, including the IT Director, to best understand recent evolution, organization structure, business model, personnel, current processes, needs, challenges, and goals. The conversation was interactive, candid and open. The Company viewed IT as under producing rather than as a strategic resource to partner on business evolution. B&B was offered the exclusive to search for a Systems Manager and turned it down. B&B reached out to the CEO and made the recommendation that the biggest road block to success was the IT Director and if IT was to be a true business partner, then new leadership was required. B&B was engaged; established a search process with milestones of delivery; identified and introduced four highly qualified candidates; and had a new IT Director aboard within 90 days. The end result is a more interactive IT function that is providing real time data to both internal and external customers.