

COMPLETED SEARCHES

VP Engineering

PE-Backed Motion Controls Industry

Marketing Director

Global Medical Products Manufacturer

Senior HR Manager

PE-Infused Consumer Products Industry

Corporate Controller

Global B2B Industry

Supply Chain Leader

Business Products Wholesaler

Quality Manager

OTC Nutritional Products Distributor

Divisional Controller

Newly Acquired B2B

VP-Business Technology

Global Sensors & Controls Industry

General Manager

B2B Communications Service Provider

CFO/COO

PE-Funded Consumer Products Distributor

DID YOU KNOW?

In 2013 Congress enacted 56 bills in law out of 5,660 proposed?

August is the only month in 2014 with 5 Fridays, Saturdays, and Sundays?

It cost \$5-6 a barrel for oil to be shipped by sea from New Orleans to NYC but only \$2 a barrel to Canada?

Niagara Falls is the only North American landmark constantly moving backward?

China produces 43% of the world's steel?

In December 154.9 million people were employed in USA, the lowest level since 1978?

Of the four major quadrants of employees, the oldest end of the spectrum are the most engaged?

Culture's Influence on the Business

Over the years there have been a lot of studies on how culture impacts a business. Can culture drive growth and profit? Does the culture reflect the tenants that drive a business? All of this is interesting especially when over 60% of employees are NOT actively engaged in their work and emotionally disconnected from the culture and current business operations.

If asked most employees feel that the culture in their current employer needs to be reviewed and altered. Culture is molded and influenced by leadership and the best way to start is to communicate and reinforce **the company's values, vision and mission repeatedly and as widely as possible**. Additionally, leadership has to be a role model and an organization chart and reward system needs to be in place to support the culture. If the company culture is not producing the results desired, then the CEO or Board should consider retaining a search firm (e.g. Bohan & Bradstreet) to hire new leadership to be change agents and move the business toward a more desired culture.

Hiring New Leadership That Will Make a Difference

All businesses have challenges and many get stagnated by long term or unaligned executives that resist change and evolution (e.g. technology, best practices, global opportunities). People are the backbone of all businesses and the influencers of how successful a business is. Promoting from within is important but all companies need to bring in a balance of external leadership to move the business forward. Evaluating talent and securing the best solution for the business is an art form and a challenge for most. Bohan & Bradstreet has a history of partnering with leadership to secure solutions for businesses of all sizes and models. B&B welcomes the opportunity to partner with the executive team on going forward strategies and the talent required to achieve goals and strategies.

Here are a few of the key elements that B&B evaluates: (1) examples that illustrate change management skills and the ability to influence and persuade others; (2) measurement that show resilience to negative emotional encounters that often become barriers to change; (3) the embracing of new ideas that changed their way of thinking; (4) the willingness to challenge practices and processes that may be dated or inefficient, thereby stagnating growth and evolution; (5) the ability to deal with uncertainty that impact a company at any time; and (6) the awareness of how to introduce change and evolution in the most productive and beneficial way.