

COMPLETED SEARCHES

CFO

PE Infused OEM Supplier

Marketing Manager

B2B Distributor

Engineering Director

PE Infused Motion Controls Manufacturer

VP Human Resources Director

Engineered Products Industry

Business Intelligence Leader

Applied Materials Manufacturer

Financial Analyst

Investment Software Leader

National Sales Director

VC Financed Aerospace Supplier

Product Development Engineer

Architectural Products

Marketing Director

Medical Products Manufacturer

Process Improvement Manager

Consumer Products Industry

DID YOU KNOW?

That 25% of short term unemployed workers find employment every month?

Alaska is both the most eastern, western, and northern state in the USA?

<http://www.omg-facts.com/Science/Alaska-Is-Both-The-East-And-Westernmost/57222> Only

10% of the 4.4 million long term (over one year) unemployed find jobs every month?

People aged 55-64 founded 44% of all businesses in the USA over the last decade?

69% of American adults plan on traveling this summer for vacation?

India will exceed China's population by 2030?

14.3% of Americans are either unemployed or

Employment Reality

There are less people employed in the USA than 30 years ago. There is an increase in retirees and the unemployment rate has fallen from a 10% high to 7.6%; however reality is that best practices, automation, and offshoring has made a huge impact. 6.3 million jobs have been created since the recession officially ended and USA would have to double the current rate of 180,000 of newly created jobs per month over the next three years to get back to prerecession levels. Hiring companies are target hunting for talent and looking for value-adding personnel with long term potential. For the last 100 searches that B&B completed, 92% of those hired were currently employed. Additionally less than 4 candidates were interviewed per search which validates that that hiring companies are selective and more efficient in their hiring practices.

Career Advancement Tip

Being visible to superiors and 3rd party influencers to superiors is important. One suggestion is be involved in corporate volunteer groups, industry association seminars and trade shows where you can communicate with people that care deeply about industries and issues. Be inquisitive, speak up, and interact. This will broaden your networking circle and create visibility for new opportunities, friendships and possibilities that will pay off in the long run.

Leadership Change Challenges

To reinforce behavior change, one must have a new strategy. Important is to have a positive attitude and trusted advisors that will support change. Having clarity for why change needs to happen is critical. Balance the need to make fact-based decisions with the urgency to act before you have completed the information gathering process. Be open and honest. Have candid and direct conversations that are tough on the issues and respectful of all stakeholders. Remember decisions must be publicly supported. Quickly share learnings that are uncovered in success or failure. Support and encourage change. Have anyone involved in the change process rank the importance and performance of all to close those gaps with specific new behaviors..

Wrapping up the Interview

Most commonly interviews have a buildup of questions and information exchange that then leads into a closure or wrap up. Before leaving, complete three tasks. Ask "How well do I fit with what you are looking for?" Express your interest in the opportunity and support it with three reasons why you are interested and/or can make a difference. Ask "What do you expect your next steps and timing will be?".

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