

COMPLETED SEARCHES

Human Resources Manager
Personal Care

Marketing Controller
Consumer Products

Operations Director
PE Backed Metal Products

CIO
B2B Logistics Firm

Senior Engineer
PE Funded Medical Devices

CFO
Real Estate

Sr. Brand Manager
Nutritional Products

Quality Leader
Engineered Products

Tax Manager
Public Accounting

VP Sales
PE Backed OEM Supplier

DID YOU KNOW?

In June, 223,000 positions were added and 432,000 dropped out of the labor force?

Shell Oil began as a novelty shop in London selling sea shells?

Thanksgiving is the #1 food consumption day and Super Bowl Sunday is #2?

Largest employer in the world is the US Department of Defense?

McDonald's serves 1% of the world's population every day?

Labor force participation in June was 62.6%, the lowest since 1977?

Titlle is the name of the dot for the letter "i"?

CAREER MOVEMENT MOTIVATORS

As advisors to both clients on the acquisition of talent and talent on career guidance, B&B is constantly measuring the stimuli for why career professionals seek and the reasons why accepting new employment. We call it the "Push Factor" and the "Pull Factor". To measure current trends, we recently looked at the last 100 hundred senior staff to executive level talent that B&B placed in accounting, banking, customer support, engineering, general management, human resources, IT, manufacturing, marketing, sales, and supply chain. Compensation packages ranged from \$75,000 to \$1+ million.

Primary reason motivating the reason to change employment:

#1 Not challenged enough in current setting; wanted a more impactful role to develop and showcase skills and abilities (43%)

#2 Wanted to be aligned with a company with a brighter future and more committed to growth (28%)

#3 Sought a company with better culture and leadership (17%)

Noteworthy was that 5% wanted to be closer to home, 4% were unemployed or underemployed, 2% want to gain global experience and 1% listed compensation as #1 driver.

Primary reason for accepting new employment:

#1 Opportunity to contribute in a more meaningful role (35%)

#2 Identified with leadership and culture (24%)

#3 Felt business and/or business model was more aligned to their interests (22%)

#4 Upside potential was excellent (15%)

3% moved for compensation and 1% accepted because closer to home.

In the 2008-2011 period job security was #1 reason for looking and accepting new employment. Today, the ability to contribute, leadership, business model and career growth are the key stimuli.