

COMPLETED SEARCHES

Audit Director

Global Manufacturer

Human Resources Director

Consumer Products Industry

VP Operations

National Distributor

IT Director

PE Infused Capital Goods Manufacturer

Sales Engineer

Scientific Equipment

Product Manager

PE Infused Electronics Manufacturer

Treasury Director

Global Energy Business

Senior Product Engineer

Motion Controls Industry

Quality Director

PE Infused Injection Molder

Tax Manager

Regional CPA Firm

DID YOU KNOW?

That the median income in the USA is \$51,456?

There are 13.8 million millionaires in the world?

The smallest island with country status is Pitcairn?

Consumer confidence index rose in May to 76.2 which is a 5 year high?

That Twinkies will be back on store shelves nationally by late July?

45% of executives are thinking about, preparing or expecting to leave their current employment in 2013?

Small employers (under 500 employees) represent over 99% of all employers?

Leading Behavioral Change

Change is not easy. Change needs to be reinforced from the top down. Leaders that acknowledge that their own personal behaviors are inconsistent with the new strategy sets a precedent for others to be vulnerable and confirms the importance of embracing discomfort associated with change, being accountable to drop old behaviors and adopting new ones. Being public about behaviors that need to change sends a signal that it is safe to talk about other company weaknesses, and encourages managers and employees to make key suggestions to change behaviors, practices, rituals, habits, and routines for executing the new strategy. Change is letting go and moving away from past, taking the risk to take on the change process, and developing new skills and methods vital to the strategy for the future.

What Makes a Great CFO?

A great CFO has been through one growth stage to another. Has been through funding and contributed from post-funding through exit. Has strategic insight and can translate numbers, provide guidance and execute on strategic decisions. Possesses business acumen and COO or CEO mentality. Can keep sales realistic and manage closely revenue forecasts to demand planning. Demonstrates empathy for customers and wants regular interaction. Bohan & Bradstreet partners with CEOs to recruit great CFOs.

Job Evolvement

Economic growth is dependent on a lot of variables and one of the key factors is the creation of new jobs. Most small firms do not add many jobs long-term because of the challenges of sustainable revenues and continual growth. Large firms may create jobs but also cut jobs frequently for cost or strategic reasons. The biggest source of net job creation is the 'midmarket' which are companies with revenues between \$10M and \$1B. In USA there are about 200,000 midmarket companies and they provide 34% of the jobs and 44% of net job growth.

Career Alignment

Everyone should be accountable to their career goals annually. Evaluate most recent performance and assess what experiences, skills, knowledge, and contributions have been made that both increase the value of your employment and are in alignment with career goals. Ask yourself, "Will your current job help you to reach your mid- to long-term professional goals or will it hinder you?" Manage your career just like you manage a profit center. There are many ways to advance your career. If you are on a dead-end street, accept it and chart another path.