

COMPLETED SEARCHES

Quality Director

Aerospace Equipment Manufacturer

VP Operations

PE Funded OEM Supplier

Controller

Global OEM

Digital Marketing Leader

Consumer Products Industry

IT Infrastructure Engineer

Security Controls Manufacturer

Strategy Associate

Commercial Bank

Finance Director

PE Infused Connectors Industry

Human Resources Director

PE Owned Consumer Products Industry

Engineering Project Manager

Automotive Products Manufacturer

Sales Manager

Healthcare Products Distributor

DID YOU KNOW?

That 1% of US workforce is farmers?

\$9.97 per hour is the average employer cost for employee benefits for every hour worked?

USA has had 49 months of consecutive job gains?

Americans spend \$1.8B daily in restaurants?

33% of USA workers report to a woman as their boss?

The average work week for exempt employees has increased to 49.5 hours?

\$11B was lost to credit and debit card fraud in the USA in 2013?

Questioning & Securing Leadership

The 4th quarter is when the year long numbers become real. It is the quarter that has the most expense cuts and reductions in employment. It is the quarter for annual planning and strategizing on talent deployment for the upcoming year. Turnover of leadership is soaring (recent statistic was 32.3%, the highest in several years). Some of this is due to retirements and job changes, but the majority is forced resignations due to inability to meet expectations and move the company forward successfully in this new economy.

Not everyone is a natural leader and the lure to increase visibility, gain power, and be rewarded is a confidence builder. **The most common reasons why leaders fail are:** (1) become self serving and do not support their team; (2) will not delegate tasks to develop learning (become stressed out with work overload and create turnover of staff); (3) stop directing people forward; (4) become too political or arrogant; (5) become resistant to change and can not adapt their style to a new environment (more reactive than proactive); and/or (6) do not communicate well with external and internal stakeholders.

The challenge for most organizations is how do you go about finding the right leader for the right job at the right time? This requires planning and setting realistic expectations. First step is to define the search criteria. Sounds simple; however, B & B has found that 70+% of all exempt searches are altered from initial scope because hiring authorities are too inwardly focused and subconsciously not aligned with the goals of the role and the needs of the business. B & B partners with clients to create a complete and detailed description of core responsibilities, definition of opportunities to contribute, reporting structure, resources, client/candidate expectations, hard and soft skill requirements, and compensation. Before starting the search we want to make sure all parties have strategically evaluated the search and defined the interview process. The second step is to determine specific examples of workplace behavior and experiences that candidates should possess.

B & B partners with clients to define and assess the technical and soft skills, knowledge, and business experience required for hiring talent. B & B will assist in creating a search scorecard to align all the decision makers, ensure the evaluation and selection process, and facilitate the hiring process to secure the right talent at the right time.