

### COMPLETED SEARCHES

**Global CFO**  
Consumer Products

**Sr. Manufacturing Engineer**  
Automotive Products

**Business Analyst**  
Investment Market Research

**Global Rewards Leader**  
Consumer Products

**Human Resources Director**  
Packaging Leader

**Audit Manager**  
Public Accounting

**Assistant Brand Manager**  
Wellness Products

**SVP Commercial Lending**  
Global Bank

**IT Director**  
B2B Distributor

**Trade Marketing Leader**  
Nutritional Products

### DID YOU KNOW?

The average time to hire is 29 days and for engineers it is 18 days?

That 52 million pounds of coffee are consumed daily?

34 % of employers will attempt to hire at least one new employee in Q4?

Baby boomers estimated buying power is \$2.9 trillion annually?

Top 25% of businesses have 22% higher productivity?

For the week ending October 3<sup>rd</sup>, jobless claims were at a 42 year low?

There are 196 countries in the world?

## CAREER OPTIONS

Every year you should evaluate contributions made, skills developed, knowledge gained, and career options. Many career driven professionals create scorecards that can support career planning, measure personal development, and identify opportunities for improvement. Being aware of career options, whether with current employer or externally, is more prevalent as the economy moves forward and the need for talent increases. Here are a few key factors to consider:

**Business Model:** Do you align well with the business? There are a lot of business models and as companies mature, models change and evolve. Many vertical manufacturers now outsource segments of manufacturing, therefore have moved from production to more of an assembly and supply chain model. Companies that were more R&D focused have become commercialized; others have become more decentralized, matrixed or global. Validate that your knowledge and skills align well with current business model and pending changes. Talent needs to adjust and contribute to move forward and achieve career aspirations.

**Culture:** Do you align with the existing culture? There are multiple obstacles in life and being employed in a culture that encourages and supports your development is critical for career progression.

**Leadership:** Since 2007, many businesses have had significant change in leadership due to ups and downs in the economy, acquisitions, retirements, reorganizations, technology shifts, and markets served. Regardless of size and type of business, leadership needs to be measured and is second in importance for career development behind culture and engagement.

**Value of Function:** Not all functions are valued the same in every company. Is the value of your function and role aligned to your career goals? Functions (e.g. engineering, marketing, quality) fall into three categories: strategic, tactical, or required. Strategic is influencing the current business model and future events. Tactical is supporting current operations as well as evolution and change. Required is supportive, protective, and necessary but rarely value adding. Some companies view IT as a strategic component while others view IT as a required resource or a process for tactical delivery.