



# TYGES®

## Aerospace and Defense Business Unit

Executive and Professional Search Firm

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LATEST NEWS FROM TYGES INTERNATIONAL- AEROSPACE & DEFENSE BUSINESS UNIT

#### ***You May Need a New Peer Group in 2014***

By: Andrew Beccue- VP/GM of TYGES Aerospace & Defense

We've all heard about the power of the peer group. Tony Robbins says that you tend to play the game of life at the average of the five people you spend the most time with. Think about that for a moment. Who do you surround yourself with most often? How do they influence you? What level are these people operating at? What are their standards in key areas of life, such as business, finance, health, relationships, contribution, and spirituality?

Let's say you have a workout partner whom you regularly go to the gym with. Are they the type of person who tolerates laziness and let you off the hook if you don't feel like working out on a given day? Or do they scream at you to give them two more reps even when you're already at failure and feel as though you've given all you've got? Which person is going to help you achieve more?

It would make sense that people who are healthy and fit surround themselves with others who make healthy lifestyle choices. People who have strong religious beliefs congregate with others who share their convictions. Successful business owners like to spend time with others who also share their desire and commitment to success.

So, how is your current peer group affecting you? Are they pushing you to achieve more? Or are they holding you back? Do they act like a headwind or a tailwind? If you find yourself in a peer group that is not empowering you and driving you to achieve your maximum potential in business and in life, you have three choices:

1. Motivate and inspire your peers to raise the level of their game (this is what leaders do).
2. Lower your standards and self-sabotage your own success because you value the connection with your peer group (this is what most people do, even though it does not serve them).
3. Leave your peer group and find a more empowering peer group.

This last choice is often what you need to do if you want to truly grow. You associate down to teach, however, you associate up to grow. How committed are YOU to achieving what you set out to do? What are you willing to do and what are you no longer willing to do in order to get there? Your peer group will just serve in keeping you on track with following through on your own commitments. They will also push you beyond your comfort zone, and help you squeeze out those last two extra reps, where all the growth comes from.

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## Available Impact Players:

◆ **VP / Director of Engineer:** experience in developing and managing engineering teams. Strong mechanical background with extensive experience with different types of machining and process control systems. Has been responsible for all aspects from design, marketing, manufacturing, and purchasing.

◆ **Value Stream Manager:** Twelve years of professional experience with career progression through engineering, sales, program management and manufacturing operations. Responsible for all facets of value stream operations including delivery performance and quality compliance to contract, regular reporting to executive management on KPIs and variance, ongoing continuous improvement initiatives.

Contact Andrew Beccue for more information on what this incredible candidate can bring to your organization.

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## Featured Positions We Are Currently Looking to Fill:

◆ **Director of Materials:** Responsible for overseeing the staff and functions of the organization including Demand Management, Order Processing, Master Scheduling; and developing and implementing streamlined processes supporting goods movement/distribution between plant sites, suppliers and customer, and setting and defining the objective in support of the Operations Plan and Strategy. This position will be responsible for ensuring suitable systems and processes are in place in support of inventory, turns, accuracy, and obsolescence avoidance goals.

◆ **Continuous Improvement Project Manager:** Act as project manager with broad responsibility for the successful implementation of multiple Continuous Improvement (CI) projects or phases of significantly complex projects with strategic business impact. Stimulates management thinking about process improvements; develops and champions new process initiatives; demonstrates the successful application of new methodologies; seeks out and pilots new tools, and creates innovative strategies.

If you would like more information or you would be a good fit for these positions, you may send your resume to [Andrew.Beccue@tyges.com](mailto:Andrew.Beccue@tyges.com)

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*"Greatness is not a function of circumstance. Greatness is largely a matter of conscious choice and discipline."*

~Jim Collins

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