



# TYGES®

Aerospace and Defense Business Unit  
Executive and Professional Search Firm

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LATEST NEWS FROM TYGES INTERNATIONAL- AEROSPACE & DEFENSE BUSINESS UNIT

### Your People Are Your Business

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

Cliché or not, your people are the greatest asset of your business. When you select and retain the right people, develop and promote the right people, motivate and mentor the right people, the right people will drive your organization forward to achieve your objectives, success, and growth.

#### Hiring

Organizations succeed and fail on the strength of teams. Very few companies regularly succeed in bringing the right people into the organization, in fact, most experience disappointing results. It is a time consuming, high risk effort to trust new people to the organization. In addition, candidates are getting better and better at selling themselves to hiring managers, learning to present their ideal self to land the job. Eventually, however, the real person begins to show up for work and it's not the person you hired!

At TYGES International, our mission is to "Reinvent Recruiting" by helping our clients reduce the time, risk, and uncertainty of hiring through the use of our comprehensive search and selection process. By adhering to this proven methodology, we can provide a predictive view regarding the style, strength, and personal characteristics of an applicant. Companies that we have partnered with in this search and selection process experience:

- Reduced turnover
- Reduction in time to productivity for new hires
- Improved bottom line performance
- Reduced absenteeism
- Increased engagement!

#### Engagement

If you needed a brain surgeon, you would not want one that was just doing it for the money. You want a passionate, emotionally engaged professional. Organizations that are filled with engaged employees consistently outperform dis-engaged organizations by a significant margin. The challenge is in developing a trustworthy view of both the components of engagement, so that you can actually measure the attachment to work of your employees. This can provide a deep and diagnostic view of your organization, pinpointing areas for improvement and allowing you to actively measure progress in the life and

### Aerospace & Defense Team

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health of your organization.

Contact us today to discuss options for establishing a customized program that will fit within the framework of your organization's objectives, and lead to significant breakthroughs in selecting and developing your people!

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## Available Impact Players:

◆ **CEO / President / GM:** Executive leader with demonstrated performance of business growth and turnaround success in industrial product and aerospace industries. Extensive domestic and international manufacturing leadership experience. Proficient in high tech manufacturing, tooling and fabrication processes. Demonstrated ability to deliver improved financial results.

◆ **Strategic Sourcing Commodity Manager:** Operations and supply chain manager with 18+ years of developing global sourcing, supervision, supplier audit/evaluations, program management, for sourcing raw metal, plastics, and resins, metal stampings, roll-form products, machined forgings, plastic injection mold components, and machined die cast components.

◆ **VP of Operations:** Proven results-oriented leader with a passion for operational excellence and leadership. Direct expertise in manufacture and procurement of industrial products including Oil and Gas processing equipment, air-compressors, turbo-machinery, high volume automotive stampings, welded assemblies, machined components and castings.

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 Operations (West Coast):** ISO 9001/AS 9100 aerospace company with extensive experience supporting commercial and military OEM's and Tier 1 Suppliers.

Will be responsible for manufacturing operations, supply chain, manufacturing engineering, EH&S, material control, assembly/test, procurement, production control, and shipping and receiving.

Will have significant interaction with existing customers and will play a key role in meeting with potential customers.

◆ **VP of Operations (Southeast):** Responsible for implementation of the business plan, as well as functioning of the department for a \$50M division. Master's degree or equivalent; 12 years related experience and/or training; P&L Management; Defense Acquisition Process; Defense Contracts & Subcontracts; Defense Proposal Development and Pricing.

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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