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LATEST NEWS FROM TYGES INTERNATIONAL- AEROSPACE & DEFENSE BUSINESS UNIT

Building Motivation Levels at Work

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

You've had the team-building day and implemented a comprehensive systems overhaul. The salary reviews went smoothly, yet performance is still down. Staff motivation is sometimes overlooked and it can have a huge impact on your business. Unmotivated staff inevitably leads to relaxed discipline, low morale, and eventual problems.

Here are some ideas to help you become the motivator:

Assessing motivation levels

Are the motivation levels currently acceptable or are you actually pushing too hard by striving for excellence? Are there factors that are clearly destroying staff motivation levels? Don't just focus on the high fliers. It can be even more important to motivate the journeymen who fuel the engine room of your business. Identify the people who are the lifeblood of the company. The peer leaders of various social groups are not always the managers, but they frequently set the standards, attitude, and behavior of other staff in the area. Sometimes the source problem will be common knowledge at management level or even on the shop floor - perhaps a company setback or loss of employee trust, an unpopular manager or a troublesome team member. Don't ignore it. Left unchecked, the problem may affect motivation levels.

Increasing motivation levels

Consider a candid discussion across all levels of the organization to determine individual outlooks. Identify issues holding the company back and ways to increase motivation. Sometimes employees will feel more comfortable talking to an independent third party on a confidential basis. Bringing issues out into the open is sometimes all that is required. Personality assessments are a recognized motivational tool. Who is the best person to lead and motivate a team? What are the hidden talents of your staff? Where is conflict coming from? Don't let negatives get everyone down. Bad things can become the office gossip of the day. Circulate positive (true) stories- turn potentially negative stories into positive ones. Motivate your team with rewards. Get the staff to brainstorm ways to recognize each other's achievements. Surprise your team with a treat. Compliment staff often, in public and privately. Goals help staff motivate and challenge themselves. But be aware that repeated failure can damage morale. Ensure goals are realistic and that you have a road map to achieve them. Be aware that individual merit incentives may undermine

Aerospace & Defense Team

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teamwork. Each employee's attitude has an impact on the overall attitude of the office. Consider the global approach of rewarding everyone based on company-wide results. Build a culture of respect and involve you staff in decisions. Seek their advice. Establish relationships with individual members of your staff and pay attention to what uniquely motivates different people. Give your staff opportunities to represent the company by allowing them to attend conferences, take on leadership roles with professional associations, and establish a network of contacts. Although apparently risky, your support actually contributes to the satisfaction in your employees' current job.

Available Impact Players

◆ **DoD Contracts Manager:** Strong DoD contracts professional looking to relocate to South Carolina. Former Air Force contracting Officer, certified contracts professional with a total of 20 years of combined DoD, international, and commercial contracts experience. If you are seeking a Manager or leader for your Contracts organization this individual is one of the best tactical and strategic contracts professionals available who is currently employed with a leading Aerospace & Defense company.

◆ **Senior Director of Program Management:** Holds an MSEE and BSEE with strong Business Development and Technical background and 20+ years of DoD and DHS experience.

◆ **Business Development Manager:** Proven Business Development professional seeking a new opportunity. Experience and wins includes customers in the Federal Government (FBI, DHS), the DoD, and state and local governments. Product experience covers security and infrastructure protection, surveillance, and radar products. This individual began their career as a Product Development Engineer and worked their way up in the Marketing and then into the Business Development world. If you are looking for a game-changer to fill your pipeline with the right opportunities to pursue, or you are looking to take your products into the Federal Government or DoD/military space this individual is an experienced key contributor in the low \$100K salary range.

◆ **Supply Chain / Strategic Sourcing Manager:** Prior military with active security clearance and holds an MBA and a BS in Biology and possesses 20 years of experience.

Contact Andrew Beccue for more information on what these incredible candidates can bring to your organization.

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Featured Positions We Are Currently Looking to Fill:

◆ **Supply Chain Manager:** Right hand to the VP of Ops in helping to recreate the supply chain organization for this business of a global Defense company. Multiple direct reports, strategic sourcing experience and lean experience required. Company is ideally seeking a professional who has performed in or overseen the end-to-end supply chain related activities and in 12 to 18 months can be considered for a Director level role. For more information, please contact Brian Spaulding - (678)343-2316 brian.spaulding@tyges.com

◆ **Avionics Software Development Engineer:** global company seeking a software engineer with a high-level math acumen and solid working experience with OpenGL at the driver level. This company designs and develops real-time flight-safety critical (DO-178B) avionics software for high quality hardware. For more information, please contact Brian Spaulding - (678)343-2316 brian.spaulding@tyges.com

♦ **Product Manager:** Product Manager on the west coast to manage respiratory and life-support systems. Must have experience in aerospace to include project and program management activities, with at least 4 years in a marketing, business development, or senior sales role in a quality-driven organization, preferably in the life support products industry. Should possess excellent interpersonal and communication skills, an understanding of the military, related regulatory requirements, and government evaluation and acquisition process is preferred. For more information, please contact Katrina Blalock - 678-343-2743 katrina.blalock@tyges.com

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