



# TYGES®

Industrial Business Unit  
Executive and Professional Search Firm

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## MAY 2014

LATEST NEWS FROM TYGES INTERNATIONAL - INDUSTRIAL  
BUSINESS UNIT

### Almost Halfway

By: Steve Sanders - VP/GM of Industrial Practice

As I write this, it is closing in quickly on the end of May and Memorial Day Weekend is practically here. June marks the end of the 2nd quarter and many people are thinking of vacations and seeing their kids out of school for the summer. In the business world, companies are evaluating where they stand relative to their annual goals and what needs to happen in the next two quarters to put the company in a position to meet the goals they set last Fall.

As an individual, I find myself evaluating my performance up to this point and asking if I am on track to meet my goals as well. In my business we have leading indicators and metrics that are predictive of our level of performance. I am sure this is not unique to the work that I do and that you also have an idea of where you stand relative to your annual goals as well. The end of May is a good time to dust off your annual goals and evaluate where you stand in relation to where you should be at the midway point.

I imagine you will find that you are ahead of pace with some goals, while others are behind, and some right on track. If you are ahead of pace or on par then good for you! Take some time to celebrate the fact that you have done good work up to this point and think about what you can do to continue on this path. You might even set a little bit of a stretch goal for yourself beyond what you have as an annual goal. Why not shoot for the stars if you are ahead at the midway point? It helps to have a stretch target to keep your juices flowing.

If you find yourself behind pace, then it is time for some self reflection. What have you done well and where have you fallen short? What changes are you going to make to your approach, effort, attitude, etc.? Now is the time to commit to these changes and implement them in your daily routine. If you need help identifying the root cause of why you are falling short of expectations then seek out the counsel of someone you trust to give you an honest assessment of your work up to this point. This may be your boss, a peer or maybe a mentor.

Sometimes we won't be able to meet our initial goals no matter how much we change ourselves or our approach. In this case you should set a new annual goal that is more attainable and hold yourself accountable to reaching it instead of your original goal. In this case you still have something to shoot for and can use this as motivation going forward.

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Essentially you should try to use this time of year for evaluation of where you stand relative to your goals and make changes that are appropriate to keep you on the right track or get you back on track. Good luck to you in the second half of 2014!

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## ACTIVE JOB OPENINGS:

- Sales Manager, Chicago based - Looking for a Sales leader who is acquainted with the electrical equipment industry.
  - Process Engineer, Florida based - Looking for a Chemical Engineer to drive continuous improvements projects.
  - Strategic Buyer, Florida based - Must have experience with sourcing fabrication, weldments, machined parts onshore and offshore.
  - Reliability Engineer, Florida based - Must have the ability to lead reliability effort for mobile equipment.
  - Manufacturing Engineer, Minnesota based - Looking for a Manufacturing Engineer with experience that has a heavy emphasis on machining, CAD/CAM processes.
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Please note, that as of July 1st, our monthly newsletter will be transitioned to the TYGES blog found at [www.reinventingrecruiting.com](http://www.reinventingrecruiting.com). Please check the blog out and follow us to receive some great content and give you the ability to actively interact with discussions.

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Should you be interested in learning more about any of our current job openings or Impact Players, please contact us at [caroline.mutch@tyges.com](mailto:caroline.mutch@tyges.com). We look forward to working with you in the future.

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