



## **Sanford Rose Associates – Dallas North**

### **Key Metrics and Facts**

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### **Client Searches (partial listing)**

- Director, Call Center
- Principal Engineer, ATCA,  $\mu$ TCA
- Public Relations Executive
- Director, Financial Planning and Analysis
- Human Resources – Recruiter
- Human Resources Generalist/Recruiter
- Billing Analyst
- VP Channel Sales
- Territory Sales, VoIP
- C.O.O.
- Director, Business Development
- Director, Engineering
- Director, Line Cost
- Thermal Engineer
- Account Executive

### **Industry Information**

- One in five job seekers are on job boards. (Lou Adler)
- Four of ten executives (40%) are dissatisfied with their current positions. (Execunet)
- Approximately 40% of executive failures are due to bad culture fit, not technical skills. (AON Consulting).
- Cost of a bad hire – direct costs equal to 2-3 times annual salary and indirect costs equal to 8-12 times executive's annual salary (Joe McCool, Chapter 6, Deciding Who Leads)
- 61% of companies surveyed do not have a formal process to monitor and coordinate the completion of Onboarding activities (Taleo Research White Paper)
- Statistics from the Harvard Business Review and other leading human resources thought leaders indicate that as much as 60%-85% of the retention problems many companies face are directly related to defects in the hiring process.

### Years Executives Stay:

	2005	2006	2007	2008
<b>In a single job</b>	2.7	2.9	2.7	2.3
<b>With the same company</b>	3.3	3.4	3.2	2.8
<b>In the same industry</b>	4.2	4.4	4.2	4.0

“The continuing decline in executive tenure suggests that organizations are failing at engagement and satisfaction. It takes roughly three years of deep entrenchment in a job to reach peak performance. With executives spending less time in organizations and often being judged on short-term stock price performance, they stop short of reaching their full potential.” *vExecunet: Job Market Intelligence Report 2009*

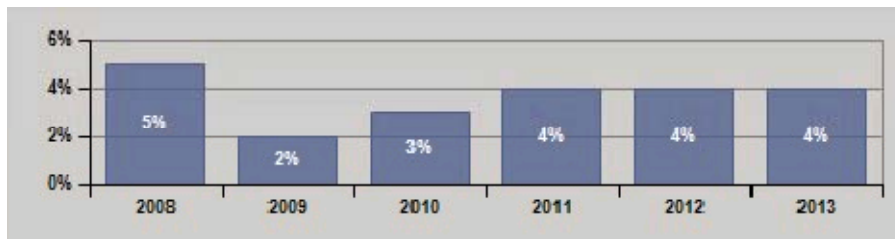
### Reasons Executives Cite for Job Dissatisfaction

2008	2009
1. Limited advancement	1. Limited advancement
2. Lack of challenge	2. Compensation
3. Compensation	3. Lack of Challenge
4. Stress level	4. Job security
5. Job security	5. Unfavorable company prospects
6. Managerial responsibility	6. Stress level
7. Boss not a good match	7. Work/life balance
8. Differences with culture	8. Unfavorable industry prospects
9. Work/life balance	9. Boss not a good match
10. Length of commute	10. Managerial responsibility

Execunet 2009 Job Market Intelligence Report

### Telecommunications Industry Forecast

The output of US telecommunications is forecast to grow at an annual compounded rate of 4 percent between 2008 and 2013.



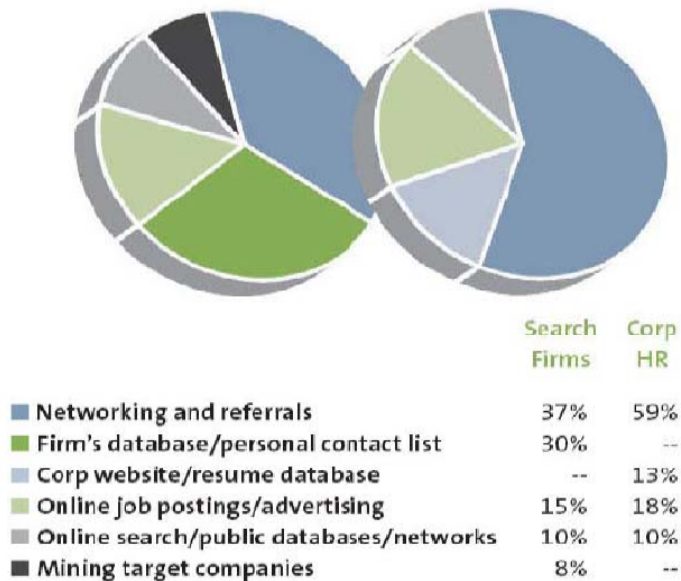
First Research forecasts are based on INFORUM forecasts that are licensed from the Interindustry Economic Research Fund, Inc. (IERF) in College Park, MD. INFORUM's "interindustry-macro" approach to modeling the economy captures the links between industries and the aggregate economy.

### Change is on the way

Top three change drivers: In 2008, in a study conducted by IBM (The Enterprise of the Future, 2008), CEOs rated market factors, people skills and technological factors as the three external forces with the greatest impact on their organizations.

- 48% say market factors
- 48% say people skills
- 35% say technological factors

### How Recruiters Find Executive Candidates



Source: Execunet, 2009

Want more? Contact us at 214.504.0777.