



## Cubs Tickets Giveaway-B.J.Abrams celebrates 18 years in business.

To say thank you and to help celebrate B.J. Abrams & Associates eighteenth year in business, we are offering two box seats for the Thursday, May 10th day game versus Pittsburgh. A pair of tickets will be given to two different companies and all you have to do is **SEND AN EMAIL** to let us know you want to be included in the drawing. No obligation, just go to the game and bring home a Cubs Victory! Please send an email stating your name and company name. Send it to [bjabrams@bjabrams.com](mailto:bjabrams@bjabrams.com). We will notify the

two lucky winners.

While the recruiting business has had its share of up's and down's, B.J.Abrams has been fortunate to be able to work with outstanding client companies for eighteen years who have believed in the way B.J.Abrams does business: Direct, ethical, professional and effective.

We at B.J.Abrams thank you for your business and are here to serve your future recruiting needs.

Go Cubs!!



**Burton J. Abrams**, President

**Carolyn L. Potter**, Senior Associate

## clienTALK from Applebaum, Herzog & Associates, P.C.

If you have ever interviewed for a job, you know how nerve-wracking it is to wait for a call back from a prospective employer.

"A person who is in a job search deserves prompt feedback," asserts Burt Abrams, founder and president of B.J. Abrams & Associates, Inc., an executive recruiting firm based in Northfield. "A candidate deserves to know where he or she stands in the interview process."

Abrams learned to treat all people with dignity and respect at an early age.

"My mom raised three boys by herself and she taught us to treat people the way we wanted to be treated," he recalls.

"In our business, we understand that there is no substitute for professionalism and integrity," he continues. "Honestly communicating with candidates and companies goes a long way toward building mutual trust that leads to a hiring decision. We keep everyone apprised of the progress of the search. Our goal is to make not just any match, but to make the right match."

Abrams' knowledge of the human resource industry is widespread since he has worked on both sides of the desk. Prior to founding his recruiting firm in 1989, he served as director of human resources for the material handling division of Interlake Corporation in Oak Brook. He handled human resource responsibilities at five plants of the company's largest division. At the Chicago Sun Times, he held the positions of labor relations manager and director of employee relations.

He attributes his success to developing a niche in the recruitment field.

"I know my limitations and my

strengths and a little luck doesn't hurt either. While we don't fill every order," he admits, "the way we conduct ourselves helps to build long-term relationships."

Today, B.J. Abrams & Associates provides responsible and cost effective search services to companies seeking qualified executives, managers and other professionals. Balzers, Inc.; Carl Buddig and Company; Newly Weds Foods; NIBCO, Inc.; RMS Technology Solutions, Inc.; Robert Bosch Tool Corporation; and Wilbert, Inc. are among their growing list of satisfied clients.

"Our associates work as a team to save clients time and to ensure satisfaction," comments Abrams. "Our diverse backgrounds enable us to successfully recruit in many fields as we strive to find the right candidate."

An important member of the team is Senior Associate Carolyn Potter, who has been with the firm since 1994. She has recruited candidates for a variety of fields including human resources, sales and marketing, training, customer service and operations as well as for the non-profit sector.

Prior to joining the firm, Carolyn worked with an international health care search firm where she placed healthcare professionals. She has found that focusing on customer satisfaction has been essential to the success she has experienced throughout her professional life.

### Diverse Placements, Competitive Fees

While the majority of searches are contingency, B.J. Abrams also offers retained services. In most cases, the cost of conducting the search is absorbed and a fee is gen-

This newsletter is published quarterly by B.J. Abrams & Associates Inc. Our goal is to help professionals keep up-to-date on the changing issues in human resources and recruiting, as well as the general business environment.

B.J. Abrams & Associates is a recruiting firm handling placement in several disciplines. We are committed to performing in a professional and ethical manner; we learn your business and earn your trust.

Readers are encouraged to submit their comments about this newsletter to:

**B.J. Abrams & Associates Inc., 540 Frontage Road, Suite 3255, Northfield, IL 60093.**

**Phone: 847-446-2966.**

**[www.bjabrams.com](http://www.bjabrams.com)**



erated only if the client company hires the candidate presented.

The firm has completed searches for professional, managerial and technical positions ranging from presidents to support staff. They handle assignments in human resources, finance, purchasing, production supervision, sales/marketing, advertising and communications.

Abrams is a member of the Society for Human Resource Management (SHRM).

To learn more about B.J. Abrams, access their website where you will find recent copies of the firm's informative and easy-to-read quarterly newsletter. Each issue contains news to help professionals keep up to date on the changing issues in HR, recruiting and business.

(clienTALK-Fall 2006)

**Cups tickets  
giveaway**

B.J. Abrams & Associates, Inc.  
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Northfield, IL 60093

## RECRUITING AND RETENTION

### Top Ten Reasons Why People Stay

1. Exciting Work and Challenge
2. Career growth, learning and development
3. Working with great people
4. Fair Pay
5. Supportive management/good boss
6. Being recognized, valued and respected
7. Benefits
8. Meaningful work and making a difference
9. Pride in the organization
10. Great work environment and culture

(*Staffing Review Magazine-Nov. 06*)

## TRAINING & DEVELOPMENT

### Companies Growing Their Own Talent

Many companies say they plan to focus on developing their existing workforces to help fill a growing talent gap. A new study, The 2007 Performance and Talent Management Trend survey, conducted by SuccessFactors of San Mateo, Calif., in cooperation with the Business Performance Management Forum and the Human Capital Institute, reports the responses of 726 business executives and HR professionals.

Economic expansion and business growth are major contributors to the current talent shortage, say survey respondents. In addition, fundamental shifts in the economy are creating the need for new and different competencies at most companies. Fully 88 percent of respondents said the critical competencies their companies need are changing;

nearly half said they are changing to a "high" or "very high" degree.

Disturbingly, many companies are not prepared to adjust to these new realities. Although nearly three-quarters of respondents agree strongly or very strongly that talent management is a strategic priority at their company, only 57 percent said their companies have formal talent management plans in place.

"The talent gap is growing for companies across America and around the world, making human capital management and development more strategic to businesses than ever before," says Lars Dalgaard, CEO of SuccessFactors. "Our research indicates that companies that are embracing this need are reaping huge competitive advantages and better financial results."

(*HR Magazine: March 2007*)

## WORKPLACE ISSUES

### CEOs Emphasize Listening To Employees

Listening effectively to employees can easily become a "lost art", according to two top executives who took over reins at Fortune 500 companies. Neville Isdell says that when he became chairman and CEO of Coca Cola Co. in 2004, he visited 16 countries in his first four months to talk to customers and employees. "I have a fundamental belief that the people in the business know what's wrong. And senior management takes a long time to discover these things, but if you go down deeply enough, the people at the bottom know. And the strategy that we developed came from within the business, from within the thoughts and concerns and genuine criticism-some of it rough-of the people in the business."

Listening is "one of those things that is easy to talk about, difficult

to do," agrees Xerox Corp. Chairman and CEO Anne Mulcahy, another executive interviewed... "I'm talking about listening in a way that actually treasures and absorbs criticism and makes a point of getting honest feedback, which is painful and tough to get when you are at the top. People kind of want to please, so it takes an extra effort to do it."

Especially in companies that have "long and successful histories, listening can become a lost art," Mulcahy says. "You kind of just get comfortable with what you know and arrogant about your ability to be successful, so you appear to be listening, but you are not actually responding and absorbing what you are hearing in a way that changes the course and direction that you use to make decisions."

(*HR Magazine-Jan. 2007*)

### B.J. Abrams & Associates Inc.,

offers recruiting services tailored to each company's business needs. The firm has recently conducted searches for the following positions:

- VP Project Management
- Product Manager
- Human Resources Manager
- Channel Marketing Manager
- Network Engineer

**Call to discuss your immediate opportunities** or potential openings. A personal and confidential meeting will be scheduled at your convenience.

## RECRUITING HUMOR

### Self Disclosure Overload

Our candidate's dress was very sloppy and her speaking manner was a bit too familiar for our tastes. She often propped her chin in her hand during the interview and (if memory serves) let an expletive slip at one point. The kicker came when her cell phone rang in the middle of our discussion. To our surprise, she not only took her phone out of her purse, but proceeded to answer the call. She informed the caller that she was busy and would call back later. She said to us with a laugh, "Sorry about that. My daughter got suspended from school today for getting into a fight. I guess she has the same anger management issues as her mother." Needless to say, this candidate was not offered the position.

(*Staffing Management-2006*)

