

A Literary Meal Like No Other

 Placing Professionals in Banking, Capital Markets, Corporate Law, and Wealth Management Since 1992


May is Mental Health Awareness Month

Lexology (05/17/18)
Mallory Schneider Ricci

This annual campaign aims to raise awareness about mental illnesses and break the stigma associated with them. Employees who are Millennials (18-38 years old) and from Generation X (39-52 years old) report higher stress levels than any other generation, according to a new survey by the American Psychological Association. Older adults have the lowest stress levels. In years past women have, on average, reported higher stress levels than men, but the gender gap in stress levels is wider than in years past


Private Sector jobs increased by 178,000 in May

ADP News Release
(05/30/18)

"Job growth is strong, but slowing, as businesses are unable to fill a record number of open positions," said Mark Zandi, chief economist of Moody's Analytics. "Wage growth is accelerating in response, most notably for young, new entrants and those changing jobs. Finding workers is increasingly becoming businesses number one problem."


This Month in History

WWII, Battle of the Coral Sea - marked the first time in history two opposing naval forces fought using only aircraft without the opposing ships ever spotting each other.

Recruiting Strategies of the 2000's Surprisingly Ineffective for Companies?

Disclaimer: The excellent, free advice you are about to read is completely self serving

Dear CEO's and Human Resources,

Think finding talent is hard? Try finding a company with a forward thinking, progressive talent acquisition strategy!!!

You might be guilty of having an outdated hiring strategy if.....

You believe the "Why Work For Us" page on your website is being read by people you actually should be interviewing.

(Not suggesting you don't have one. Just realize that every field has a candidate pool and less than 20% of that pool will ever be actively looking. How are you getting your message out to the other 80%?)

You think the, \$750.00 per successful referral, incentive program for your employees is something they actually care about.

(Your employees are working harder than ever before - Filling your open positions is not on their radar)

You have a "vendor list" that recruiters need to be on in order for a manager to work with them.

(Drop the vendor list - or at least stop calling it that. For many of us, the word "vendor" means zero interest in a mutually beneficial, respectful partnership)

You will only pay one fixed recruiting fee percentage.

(Just like hiring a cheap lawyer will likely cost you more in the long run, so will hiring a cheap recruiter. Bad hires are expensive. You would never pay 33% for a 20% value. A recruiter that brings a higher % value prop will never work for 20%. There are smarter ways to save money in this competitive environment.)

(bonus tip: Actually interview the recruiting firm and negotiate based on the results of that interview)

You use recruiters to just fill positions.

(Now that you are convinced to pay more - haha, get your money's worth! Having a high end recruiter relationship is like launching a free advertising campaign in your local market. Additionally, use them for comp policy reviews, gaining valuable market intel, and as communication consultants - all of which provides a competitive edge.)

You're Welcome...

Eric Armstrong