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OAESP ADVISOR

February 2011 - Volume 11 - Issue 2



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2011 Board of Directors

[Dan Funke, CPC](#)
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[Nancy R. Temple](#)
Immediate Past
President
440-729-1009

Welcome to our New Members

I want to congratulate each of you who made the commitment to yourself and your firm by joining or renewing with OAESP this year. The partnership we have with NAPS provided an excellent opportunity for our new & returning members to invest in themselves. As a result our membership is up and will be reflected at our monthly meetings. Come meet other firms who will be succeeding this year.



Dan Funke, CPC

[ARG|AgentHR Recruiting Group](#) - John Palcisko
[Avalon Executive Search](#) - Amanda Willenberg
[Charter Executive Search](#) - George Siepel
[Corporate Search Consultants](#) - Jack Rotsky
[Global Executive Solutions Group](#) - Jim Chadbourne
[Jim Lay & Associates](#) - James Lay
[M.J. Lupidi & Associates, Inc](#) - Mike Lupidi
[Manpower Professional](#) - Ken Lazar
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[Doug McKinney, CPC,](#)
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330-266-4172

[Aaron Wandtke, CERS](#)

CPC Chair
614-885-8490

[Deborah Miller](#)

Administrative Director
740-513-8747

[Join Our Mailing List!](#)

[Medical Employment Resources](#) - Mike Rericha
[ONESource Technical, Inc.](#) - Jim Folger
[Precise Resource](#) (Westerville) - Sara Turney
[S1 Medsearch, Inc.](#) - John Demjanuk
[Tobin & Associates](#) - Peg Tobin
[True North Consultants, Inc.](#) - David Sgro

I encourage you to keep investing in yourself & make sure to attend our monthly Chapter meetings and don't miss the great speakers we have lined up for the 2011 Spring Workshop.

[Dan Funke, CPC](#)

February Chapter Meetings

[Cincinnati Chapter Lunch Meeting 02/22](#)

Ed Anderson, CPC

ROI - Are you maximizing your return on investment of time?

[Cleveland Chapter Lunch Meeting 02/22](#)

Big Biller Panel

[Columbus Chapter Lunch Meeting 02/23](#)

Jon Bartos

*The Simple Method of Working Smarter.....Not Harder ~
"Using Technology, Tools, Techniques and Time to live the
life You Have Only Dreamed Of"*

RSVP Required for All Meetings

Stars are Always in Demand

~ Get Creative to Keep Top Performers

By: William K. Hagerty, CPA, PHR,
Johnson ReSource Group, LLC

Think there is no need to worry about employee retention right now? Fewer positions being filled is still what you read everywhere, demand is down and your star performers are safe - right?

Think again: Star Performers are always in demand and if you aren't paying attention to yours, be certain someone else is!

Join us on LinkedIn



We want to know...
How do you keep
your star
performers?

[reply here](#)

What the Experts Say ...

Check out the
newest addition
to our [website](#).

This month we
have a new article
from Barb Bruno,
CPC, CTS:

IDENTIFY YOUR HOTTEST JOB ORDERS

[Read the article](#)

We are compiling
some of our best
articles from
industry experts
in one place for
you to refer to
and share with

How do you keep stars and keep them motivated regardless of the state of the economy? Moreover, how do you do this without breaking the bank?

Salary, incentive compensation plans, and benefits MUST be in order. Research your particular competitive marketplace and be certain these items are in order. There are ample, and in many cases free, resources available to research this information. But just being competitive in these basics will drive very little in the way of loyalty or extra effort. The "benefits" that cause people to be highly skeptical of the "better opportunity" and keep star performers highly motivated are nontraditional, typically low direct dollar cost, and VERY HIGH TOUCH! Here are seven items which can set you apart as an employer of choice and drive performance regardless of market conditions:

1. Professional Flexibility - not "flex time" because many companies cannot accommodate a variety of schedules. Instead, professional flexibility is an unwritten policy of understanding with certain employees that there are standard hours (say 8 am to 5 pm); however you allow them the flexibility to be out of the office to attend to family or personal matters. My experience is your professionals will more than pay you back with increased effort and time in exchange for this flexibility.
2. Lunch with the Boss - Set aside at least one lunch a week with an employee. You (not your assistant) should personally call the person you want to invite. You will be surprised how they clear their schedule for this unique benefit. Don't arrive with an agenda (written or otherwise). Sometimes the greatest motivational act is simply to listen.
3. Notes from the Top - Write at least one congratulations/thank you note to an employee each week. Be specific about the behavior you are congratulating, and personally hand write the note - no email DOES NOT count! People may say nice things to you but somehow it means more when they take the time to write it and sign their name!

... [Read more here](#)

2011 Spring Workshop
featuring Greg Doersching



your associates.
If you have an
article for
submission,
please [send it to
us!](#)

OAESP Associate
Business Members



Greg Doersching will be our Keynote speaker for the [2011 Spring Workshop](#). Greg will speak in the morning about C.H.E.E.S.E.! No, this has nothing to do with the fact that Greg is from Wisconsin! This is the C.H.E.E.S.E.



Greg Doersching

C - Cold Calling
H - Habits
E - Embracing Technology
E - Economy of Motion
S - Strategic Planning
E - Exhibitionism

These are the 7 most important elements of recruiting that need to be mastered for the coming decade. Join Greg as he examines new strategies for Cold Calling; the 4 habits the "new age" recruiter needs to master; which technology you need to embrace and which do you need to ignore; how to have true economy of motion - getting the most value out of each and every move you make; develop highly strategic plans for you desk and each individual search; and finally - Exhibitionism - how to show off to clients what your really doing for them, so they know your not just "pushing paper". Greg is widely acclaimed as one of the most innovative, down-to-earth, and entertaining trainers in the industry today. The principles he shares are creative and highly practical - you don't want to miss him.

In the afternoon we will have several breakout sessions. Greg will facilitate one of them. His breakout will be "We Want Our Money Back!" - A guide to recapture the lost fees of the past 2 years. It will be geared to owners/managers and anyone else who wants it.

For complete details & to register - [click here](#)

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