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Reitman Security Search is a leader in executive recruitment and consulting, supporting the electronic security/critical building systems space globally. Our clients include the industry's most sought-after employers; public and private electronic security technology manufacturers, systems integrators, specifiers/consultants and distributors. Here are some examples of our practice.

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Eight Blunders Savvy Leaders Avoid

The most successful leaders make their team a priority. They eliminate any roadblocks to their employees' success. Here are eight of the most egregious leadership don'ts.

1. Putting money before people

If all you care about is the bottom line, you're saying to your people, "Money is more important than you." Adopt a more measured approach that looks at the return on investment in things like attending a training session or team-building activities. If you're too stingy for a holiday party or a team off-site, you're impeding your ability to build stronger relationships with your

people and to have them build better connections with each other. Being "penny wise, pound foolish" can actually hurt the bottom line.

2. Giving them the answer

When you deprive your people of the chance to learn and grow, you are also missing an opportunity to build their confidence and resolve. Dianna Anderson, CEO of Cylient, a pioneer in infusing corporate cultures with a coaching mindset, put it this way. "Smart leaders know that igniting insight by asking questions and offering different perspectives for consideration, teaches people to think for themselves. If you provide all the answers, you're training your team to use your brain instead of their own." The coaching approach creates engagement. Telling people what to do stifles innovation and results in mere compliance.

3. Assuming they are all the same

Your people want different things, value different experiences, have different lives and cultures. Uncover your people's individual values. What's important to them? What are their non-negotiables? What motivates them? What's the biggest pet peeve? When you understand what makes your people tick, you can lead them more effectively.

4. Waiting for the formal feedback process

Your people need regular prods, acknowledgment, and constructive feedback from you so they can know if they are on the right track and moving forward. If the only time you provide feedback is during the annual review, you're stealing their opportunity to make incremental yet measurable improvements in their contributions to the organization.

5. Assuming they want your job

Get clear about your people's aspirations. The move they want to make may not be the logical next rung on the ladder. When you're clear about their ultimate career goals, you can give them opportunities to build skills that will help them attain those goals. If you stop seeing them as your apprentices, you can be on the lookout for opportunities in the organization that are better stepping stones to help them reach their goal. When you take a genuine interest in their career trajectory, they'll deliver better results for you. They'll remember you as the one who helped them find the right role within the organization and preventing the company from losing a valuable person.

6. Waiting for them to come to you

Your people may be hesitant to bother you, or they may be unclear about what to bring to you versus what to work on independently. Getting in the habit of regular check-ins - phone calls, stopping by their desk, sending "how's it going" texts is a way to show you care about their success while ensuring they have what they need.

7. Focusing exclusively on internal activities

One of the most valuable things your people can deliver is a powerful network and a brand reputation that extends beyond the walls of your company. Encouraging your people to build their external network helps them learn and grow, benchmark processes, and source staff - all valuable to both your employee and your team.

8. Showing favoritism

Nothing kills your morale more than watching your boss shower praise and perks on the chosen ones - and knowing you're not one of them. Sure, as a leader, there will be stars on your team, and you might respect them because they are assertive or their point of view is

interesting. But your public admiration must be based on merit. If you pick favorites based on who shares your personal interests or who has a personality that jibes with yours, you're planting the seeds of misery and under-performance. A great team delivers its best when you make sure all members feel just as valuable as their peers.

Source: William Arruda, Forbes.com, CareerBlast.com

Recent Placements and Current Engagements

Technical Sales & Communications Leader- Security Innovation Center of Excellence

Channel Sales Leader- SaaS Solutions (*Equity Opportunity) - **COMPLETED**

Regional Sales Manager- (Access/Video/Intrusion) - MN/WI/MI

Regional Sales Manager- (Access Control/Network Video) - Northeast

Major Projects Capture- Chicago Region- Integrated/Connected Building Solutions

Southeastern US Sales Manager- Infrastructure Solutions/Surveillance- **COMPLETED**

IoT/Connected Buildings- P&L Leader- South Region (TX)

Regional Sales Manager- Mobile Video Solutions/Transportation-**COMPLETED**

IoT/Connected Buildings- P&L Leader- West Region (CA)

Regional Sales Manager- Network Video Solutions- Metro NYC

Field Sales Engineer/Trainer- TOLA Region- Intrusion & Access Control Solutions-
COMPLETED

District Sales Leader- Integrated Security & Building Solutions- Bay Area/No Cal

Global Strategic Account Manager- Federal Accounts-Enterprise Access Control- Washington DC

Field Applications Engineer- Network Video Solutions- Metro NYC/Northeast

Regional Business Development-Healthcare, Data Center- Western US- Access Control-
COMPLETED

Global Sales Leader- Airport Software/Systems Vertical- **COMPLETED**

Regional Sales Manager- Network Video/New England Territory

Service Leader- Western US (P&L)- Integrated Security & Building Solutions-
COMPLETED

Business Development Executive- Industrial Software Solutions/IoT

Airport Software/Visual Guidance Systems- Business Sales Consultant- Americas-
COMPLETED

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