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JULY 2019

Reitman Security Search is a leader in executive recruitment and consulting, supporting the electronic security/critical building systems space for over 20 years. Our clients include the industry's most sought-after employers; public and private software solutions providers, electronic security technology manufacturers, systems integrators, specifiers/consultants and distributors. Here are some examples of our practice.

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7 Performance Questions to Ask Your Employees Each Week

We keep hearing about the demise of the annual appraisal and the accompanying rise of regular performance discussions, but we rarely hear guidance on what to discuss during these more frequent check-ins.

Regular catch-ups are certainly essential in today's agile business world and they have been linked to great performance, but quantity of conversation isn't nearly as important as quality. For more frequent performance conversations to work, you need to have meaningful interactions with your employees, and you need to make every second count.

Performance management is easier and far more effective if you keep things simple. Below is a list of seven talking points you should consider raising with your employees each

week. Done right, your meetings shouldn't be too time-consuming, and your employees should feel more supported, engaged, and motivated to succeed.

1. How Are You Feeling in General? On a Scale of 1-10, How Happy Are You?

This question will elicit feedback on how supported an employee feels and their morale. It also shows your employee that you genuinely care about their well-being and their state of mind. Regularly raising this type of dialogue is likely to create a transparent, trusting relationship that will encourage your employees to open up to you. This question also allows you to step in if you pick up signs that an employee is overworked, stressed, or frustrated with a workplace process or a lack of recognition.

Employee satisfaction is a clear precursor to great performance. Though it can be hard to quantify satisfaction, attempting to do so will give you a general idea of how your team is feeling. Some organizations choose to use tools specifically designed to measure employee satisfaction, but even the informal 1-10 scale this question uses can give you some valuable basic insights.

2. Can You Tell Me About Any Recent Wins That Made You Proud?

Asking employees about their proud moments starts the performance discussion on a positive note. This question also requires a degree of self-reflection, which is an important skill for employees to develop. Self-reflection is particularly important for high performers, as top performers are often extremely self-critical and rarely give themselves the credit they deserve. Take the time to appreciate your employees' development while acknowledging jobs well done.

3. What Workplace Challenges Are You Currently Facing?

All too often, employees struggle with problems they could easily overcome with a little managerial support. Let your employees know that it is safe - and even encouraged - to speak up when they need help. You might also get some useful, practical feedback on how to improve certain workplace processes or some suggestions for helpful new tools to implement.

4. How Do You Work Best?

We're all different, and we all get our best work done in different environments. Some of us like silence, while others work best to music. Some of us want to work standing up while others are much more productive slouched in a comfortable chair. What's more, some people thrive within the traditional 9-5 work routine, while others might have entirely different productivity rhythms.

When possible and practical, it is best to find out what makes your employees better performers and give it to them. This might mean allowing your employees to work from home for one or two days a week, or it might mean letting them keep a plant at their desk to brighten their spirits. As long as the request is reasonable, you should grant it. Everyone will benefit, and your company will gain a reputation for providing an incredible employee experience.

5. How Do You Feel About Your SMART Goals?

For your employees to achieve their objectives, they first need to understand and care about those objectives. It's that simple.

Traditionally, objectives would trickle down from senior management. Employees wouldn't have any say in their goals, and they would have precious little context. These days, it makes more sense to align goals upward. This involves talking to your employees about corporate objectives and collaborating with them to create individual goals that support these objectives. This way, the employee understands their goals, feels a sense of ownership over them, and is more motivated to achieve them.

6. What Training and Development Can We Offer You?

The modern employee is working for more than a paycheck. They want the satisfaction of

knowing they are improving, building new skills, and growing professionally.

Don't allow your most promising employees to stagnate. Discuss your employees' career goals and how they can advance within your company. You can then work with them to create personal development plans. Don't just pay lip service to these plans - be sure to really stick to them.

7. Is There Anything I Can Help You With?

You started your chat asking about your employee's well-being, so it makes sense to close on a note that shows you are on their side. This question shows your employee you are there for them as a coach who will champion them and help them succeed, and that they can come to you for help and advice. Depending on their request, you may or may not be able to help - but either way, you end your discussion on a human note.

Source: Stuart Hearn, Clear Review Source, Recruiter.com

Recent Placements and Current Engagements

Manager of Sales Engineering: Access and Identity Management Software-VA/DC

Chief Revenue Officer/Sr. VP Sales- Private Equity- **COMPLETED**

Distribution Sales Managers- NYC/Northeast Region, Western Region, Southeast Region

Regional Sales Manager- Access Control- New England Territory

End User Business Development- Network Video Solutions- New England Territory

Regional Sales Manager- Cloud-Based Access Control: Western US- **COMPLETED**

Regional Sales Manager- Cloud-Based Access Control: Midwest

General Manager- Systems Integration/Life Safety Solutions- Boston

Business Development Manager- Access Control- Dallas/North Texas Region-
COMPLETED

Regional Sales Manager- Access Control- Upper Midwest Region

VP Sales- Physical Security Solutions

A&E Business Development, Mid-Atlantic Region- Network Video Solutions- **COMPLETED**

Global Key Accounts Manager- Life Safety Technology

Regional Sales- Connected/IoT offerings- Intelligent Building Software- NYC

Regional Sales Manager- Access & Video Solutions- Texas Region- **COMPLETED**

Regional Account Manager- (Existing Accounts) Metro NYC- Systems Integration/BAS

Regional Sales Manager- Access & Video Solutions- Carolinas- **COMPLETED**

Regional Service Sales- Building Automation- SaaS solutions: Chicago, Atlanta, South Fl Territories

Regional Sales Manager- Intrusion Solutions- Pacific Northwest Region

VP Global Engineering- Access/Video/Intrusion Solutions- **COMPLETED**

Solutions Architect- Cloud/IoT offerings

Director of Product Management/Key Accounts- Life Safety Systems- **COMPLETED**

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