



Kevin Spagone  
(888) 477-561 or (203) 488-6944  
[Kevin@reitmanpersonnel.com](mailto:Kevin@reitmanpersonnel.com)

Reitman Personnel, 163 Cedar Street, Branford, CT 06405

## DECEMBER 2015

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

***See Current Engagements and Placements below!***

---

### **WORKFORCE AND HIRING TRENDS FOR 2016**

As 2015 comes to an end businesses are forecasting what's in store for 2016. These plans include budgeting, recruitment, new opportunities and analysis of the corporate infrastructure. Organizations can reap the benefits of the new trends in 2016 by paying attention to the following trends and tips.

#### **1. The War for Talent Increases**

Companies are hiring in large quantities and at rapid paces. In July 2015, the U.S Bureau of Labor reported 5.8 million job openings in the United States. It is also forecasted that in 2016 and beyond, employees will control the job market, not employers. This means that even employees who are somewhat content with their current job conditions are beginning to go on job interviews, receive offers, and request sizeable counter offers from current employers. This is what iCIMS refers to as the new era in talent acquisition. Organizations can maintain control and win the war for talent only by paying attention to employee incentives, work/life balance initiatives and maintaining a corporate culture that employees value and identify with.

#### **2. Younger Workers are Entering the Workforce**

Recruiting and training Millennials and Generation X employees will be a top priority for many companies in 2016. To date, Millennials account for 35 percent of the workforce and are expected to be 46 percent of the working population by 2020. They are saturating the workplace with innovation and influence and are eager to become leaders within their organizations. In fact, Millennials already account for one in every four managers in major

companies. They offer a fresh perspective regarding innovation and expertise in social media platforms that Baby Boomers, and some senior managers, are unfamiliar with.

Younger workers are driving the evolving workplace. According to a recent study featured in Forbes, 88 percent of the Millennial and Generation X respondents prefer a collaborative work-culture rather than a competitive one. Additionally, 79 percent want a boss that will serve as a coach and a mentor. These employees are more interested in thriving at a job they enjoy. They will not settle in a position, just for the paycheck. Millennials are also demanding a flexible work schedule, increasingly influencing employers to veer away from the traditional 9-to-5 workday.

Furthermore, Baby Boomers are working longer, just as Millennials and Gen Xers are advancing. This makes effective integration among these generations important for increased productivity and overall employee satisfaction. A workplace made of several generations allows for collaboration and transfer of knowledge between generations so that critical knowledge is not lost as the older workers exit the workforce.

### **3. The Workplace Will Evolve**

The workplace dynamic is changing drastically. Office spaces are veering away from the traditional layout of rows of cubicles and moving toward a more open workspace to facilitate the collaboration of cross-functional teams. These changes can help provide employees with a more flexible work schedule, and lower space and related expenses for companies.

Additionally, advancements in workplace technology are also ongoing, including but not limited to: video conferencing, digital white-boards that can be connected to mobile devices, and lighting adjustments. Technology continues to enable new ways to communicate with visual communication predicted to be a major catalyst in the upcoming years, changing the way we interact. Leveraging video within the workplace allows for communication without barriers. These upgrades, in addition to the strong desire for collaboration, will give the workplace a new definition. Advancing employee accessibility to these tools will increase overall employee convenience and productivity.

In 2016, employers will see many changes take place in the ever-evolving workplace. To stay ahead of this evolution, companies must attract and retain the best talent, especially the younger generations. Toward this goal, companies are realizing how important it is to sustain a positive employment brand. According to a recent survey, 72 percent of respondents said that their company is increasingly focusing on promoting their employment brand, and 68 percent feel pressure to ensure their brand is competitive. The landscape is becoming even more competitive. Is your organization doing what's needed to stay ahead? How does your employment brand represent your company? Leverage your organization's employment brand to create a culture of collaboration that attracts potential candidates and retains current employees.

**\*Source: Angela Yee, iCIMS Hiring Expectations**

---

## **Recent Placements and Current Engagements**

**Director of National Account Sales-** Network Video

**Global Accounts-** Integrated Solutions- Canada

**Regional Sales Manager-** Enterprise Access Control- Southern California

**Integrated/Managed Solutions Sales-** Southeast

**Director/Operations Monitoring-** Managed Video Command Center

**Regional Sales Manager-** IP Video- Ontario/GTA

**A&E Regional Sales Manager-** Southeast

**Dedicated National Account Manager-** Network Video Solutions

**Regional Sales Manager- Enterprise Access Control-** Mid-Atlantic Region- **COMPLETED**

**Project Manager-** Enterprise Solutions- Metro NYC

**Product Manager-** Life Safety Solutions- **COMPLETED**

**Applications Engineer-** Sales Support- IP Video Manufacturer- Metro NYC

**National Business Development Manager-** Vertical Markets- Network Video- Western US

**National Account Manager-** Network Video- Mid-Atlantic- **COMPLETED**

**Sales Manager-** Commercial End-User Team- Integrated Systems- Metro NYC

**Regional Sales Manager-** Network Video- Southeast US- **COMPLETED**

**Vertical Market Sales Manager-** Multi-Family Housing- Access Control

**Regional Sales Applications Engineer-** Network Video-Northeast

**Regional Sales Manager-** Network Video- Texas- **COMPLETED**

**Business Development Manager-** Managed Services- Houston

**Product Manager-** Intrusion Solutions/IoT- **COMPLETED**

**Senior Business Development Consultant-** Global Accounts

**Business Development Manager-** Managed Services-Chicago

**Pre-Sales System Design/Project Management-** Integrated Systems- Metro NYC

**Regional Sales/Major Account Executive-** Systems Integration- North Carolina/South Carolina

**Business Development Manager-** Managed Services- Metro NYC

*Reitman Security Search*

*Wishes You and  
Your Family  
A Happy, Healthy,  
And Prosperous New Year!*



Reitman Personnel | (888)477-5613 | [www.ReitmanPersonnel.com](http://www.ReitmanPersonnel.com)

**STAY CONNECTED:**

Kevin Spagone, Director: [Kevin@reitmanpersonnel.com](mailto:Kevin@reitmanpersonnel.com)



Peter Aloï, Executive Search Consultant: [Peter@reitmanpersonnel.com](mailto:Peter@reitmanpersonnel.com)

