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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.

See [Current Engagements and Placements](#) below!

Happy, Healthy Holidays-and a Prosperous 2017 to all!

Best practices...

The Headcount Planning Countdown to Success

This time of year, our clients are typically focused on the challenges of their Strategic Staffing Plan... workforce forecasting and headcount planning. At the end of the day, this is simply trying to manage headcount within budget, while still having the employee resources to meet your organization's strategic goals for growth and overall success.

In today's competitive business landscape, CEOs, HR leaders, department managers, and everyone in a leadership position needs to know that their talent, costs, and goals are aligned - that's where headcount planning comes in, and why it's vital to any organization's future.

You've probably already identified some of the ways you can benefit from taking headcount planning seriously. We have uncovered a number of key advantages that successful headcount planning process provides:

-A successful headcount plan helps your recruiting team look out for new employees who possess the skills your company needs.

-It allows your managers to identify and mentor those reporting to them who can help fill skills gaps with additional training.

-A good planning process creates a projection of costs associated with the hiring, development, and salaries associated with creating the workforce you need for the future.

Now, to benefit from these advantages, we recommend you take these four simple steps to create your headcount plan:

1. Pinpoint the key metrics you need to evaluate your workforce and create your headcount plan.

Some suggestions include: performance ratings, position requirements, employee skill sets and general qualifications, attrition rates (overall and by department), department hierarchy, retirement eligibility information, and salary information.

2. Identify your business goals and challenges and have them front and center.

A couple of questions to ask: What challenges is our business facing? Our industry? What opportunities does this create for our organization?

3. Evaluate your workforce, paying special attention to critical roles.

Some important considerations to think about during this stage: Which roles are critical now and which ones will be in the future? Which can we do without to maximize the ROI? Where are we having problems with attrition and what are we doing about that issue? Are we creating or hiring enough succession-eligible employees?

4. Build your headcount plan with your goals and budget in mind and send it for executive review.

Considerations you'll need to try to balance during this step - How will your headcount plan be accounted for in your budget and does it align to your organization's goals for the future?

As always, we're interested in your thoughts and feedback on these and other hiring, selection and retention trends.

*Source: Sarah Wallach, Peoplefluent.com

Recent Placements and Current Engagements

Connected Building/IoT Software Business Consultant- New York, LA, Chicago, Atlanta & Toronto

Enterprise Business Development- Strategic Capture +\$1M Integrated Solutions- NYC Region, Denver, Seattle, Houston, Chicago

Regional Sales Manager- Access Control- Integrator/VAR Channel- Metro NYC

Regional Sales Manager- Network Video Solutions- Mid-Atlantic (MD/DC/VA)

Project/Programs Operations Leader- Access Control Hardware- Pacific Northwest

Vertical Market Sales Manager- Multi-Family Housing- Access Control, Northeast- **COMPLETED**

Customer Service Leader- Access Control

Regional Sales Manager- Network Video - Metro NYC/NJ

Regional Sales Manager- Network Video - Southern CA/Southwest

Vertical Market Sales Manager- Network Video - Education Solutions

Enterprise Business Development- DC, Boston, Atlanta, Denver, Houston, Seattle

Director of A&E/Consultant Business Development- Enterprise IT/Security Solutions- **COMPLETED**

Regional Sales Manager- Network Video- Pacific Northwest- **COMPLETED**

Vertical Market Sales Manager- Gaming- Network Video

Product Manager- Network Video and IoT Solutions

National Customer Service Leader- Life Safety Technologies- **COMPLETED**

Business Development Manager- IP Video Solutions- Vertical Markets, Midwest-Based

Business Development Manager- Enterprise Solutions- Houston

Regional Sales Manager- Enterprise Access Control- New England

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

Director of Inside Sales- Network Video Solutions Orange County, CA

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