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Kevin Spagone  
(888) 477-5613 or (203) 488-6944  
[Kevin@reitmanpersonnel.com](mailto:Kevin@reitmanpersonnel.com)

Reitman Security Search, 163 Cedar Street, Branford, CT 06405

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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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## **10 Tips For Executives To Hone Their Decision-Making Skills**

There are usually two types of decision-makers: those who make quick, impulsive decisions and those who think through the details but take too much time. Each one has pros and cons, but a strong executive lands somewhere in the middle.

Executives don't want to be too quick with decisions and forget to factor in how they will affect the company, employees and customers, but they also don't want to take so much time to make a decision that critical time has passed. So, to help company leaders hone those ever-important decision-making skills, we've asked 10 members from Forbes Coaches Council to share their expert tips.

### **1. Trust Your Gut**

Great leaders should rely upon gut feelings. It's something that should not be underestimated. Trusting your gut will help drive your decision, which will drive the outcome. Remember: learn, listen and access the information, but, most importantly, trust your gut. - Nadidah Coveney, CTM Consulting Group, LLC

## **2. Ask For More Information**

For any type of decision-maker, it's worth asking yourself if you have any other questions before making your final decision. These questions could include clarifying what's being offered or making requests for something different. These answers will allow you to make a more informed decision. Finally, consider if you feel excited and expansive or heavy with dread over this decision. Go with the light! - Rosie Guagliardo, InnerBrilliance Coaching.

## **3. Always Apply An Initial Filter**

A great way to navigate executive decision-making is to ask yourself: Is this alternative aligned with the company mission, the long-term strategy we developed to accomplish our mission and the values we committed to honor on this journey? It is a good idea to institute this initial filter in your decision-making process to prevent rushed decisions you may regret later. - Marina Cvetkovic, The Peak Alliance

## **4. Enlist Trusted Colleagues**

Throw away the adage "it's lonely at the top." Many executives think they must shoulder decision making alone, which is untrue. Create a small circle of trusted advisors you can tap into when facing difficult decisions. Include a few "devil's advocates" to challenge you, emphatic peers as support and people who have different backgrounds and expertise to expand your thinking. Don't go it alone. - Loren Margolis, Training & Leadership Success, LLC

## **5. Engage An Idea Meritocracy**

Is the CEO's idea always chosen over seemingly better ideas? Try an idea meritocracy. Type and print (so that handwriting does not reveal identity) ideas on any important subject and then choose the one or two that hold the highest merit. Focus and discuss these, regardless of whether they come from leadership or the high school intern. You'll go farther in less time. - John Hittler, Evoking Genius

## **6. Involve Your Team**

Executives should encourage their direct reports to share their ideas and thoughts in order to come up with the best solution. The team will welcome the chance to provide input and will help to test results to get to the best decision. This will also allow for breaking the challenge down into smaller parts to minimize risk of a negative result. Each component can then be managed separately. - Katrina Brittingham, VentureReady, LLC

## **7. Develop Critical Thinking Skills**

Decision making requires having the ability to think critically. It is important to research alternatives and look at information to analyze and evaluate before making judgments. Consider how your bias might impact your ability to think critically as you research alternatives. - Dr. Diane Hamilton, Tonerra

## **8. Know Your Blind Spots**

As executives, we may not see our own blind spots. Dangers of poor decision making lurk, and opportunities for improved executive performance lie in our blind spots. Learning our relative strengths and weaknesses help improve our ability to identify barriers to performance and areas that habitually trip us up. Developing higher order critical thinking skills will improve decision-making skills. - Terry Hoffmann, Hoffmann Coaching

## **9. Set Aside Time For Decisions**

Executives can enhance their decision-making skills by devoting at least an hour every week to analyzing their business and reflecting upon whether the organization is aligned with its strategy

and executing it accordingly. Setting aside time to examine the potential long-term business impact of solutions allows an executive to practice weighing the benefits and risks of their decisions. - Kathi Graham-Leviss, XBIInsight, Inc.

### **10. Remember Metrics Do Matter**

To demonstrate your point of view, try to limit the outpouring of feelings decisions may engender. Select metrics must help you defend, justify and make your case. Whether it is by survey model, clear and unbiased data or some other verifiable numbers, key decisions should not be metric free. As an executive you may be able to make emotional, persuasive cases, but don't forget to back your claims. - John M. O'Connor, Career Pro, Inc.

\*Source: Forbes.com, Forbes Coaches Council

### **Recent Placements and Current Engagements**

Chief Revenue Officer/Sr. VP Sales- Private Equity

Regional Sales Manager- Access Control- New England Territory

Business Development Manager- Access Control- Pacific Northwest Region- **COMPLETED**

Regional Sales Managers- Cloud-Based Access Control: SoCal, NYC/Northeast & Midwest Territories

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

Global Key Accounts Manager- Life Safety Technology

Regional Sales- Enterprise Access Control- Western Canada- **COMPLETED**

Regional Sales Manager- Multiple Territories- RFID Technology

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

Regional Sales Manager- Access & Video Solutions- MD/VA Region- **COMPLETED**

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

VP Sales- Physical Security Solutions

National Account Manager- Access/Video/Intrusion Solutions-**COMPLETED**

Sales Leader- Connected/IoT offerings- Systems Integration- Northeast

End User Sales/Major Projects- Chicago

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

Corporate Security Director- US Based Multinational

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

Regional Sales Manager- Access & Video Solutions- Texas Region- **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- Canada (Toronto-based)

Regional Sales Manager- Network Video, Eastern Canada- **COMPLETED**

Regional Sales- Southern CA, Central FL and Chicago Territories- EM Access Control

Service Sales Executive-Named Accounts- HVAC/Controls/Fire/Life Safety- Chicago

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

Regional Sales Manager- Access & Video Solutions- Denver/Rocky Mtn Region-**COMPLETED**

Reitman Security Search | (888) 477-5613 | [www.reitmanpersonnel.com/security](http://www.reitmanpersonnel.com/security)

**STAY CONNECTED:**

**Kevin Spagone**, Director: [Kevin@reitmanpersonnel.com](mailto:Kevin@reitmanpersonnel.com)  
Direct Line: (203) 643-6898



**Peter Aloï**, Executive Search Consultant: [Peter@reitmanpersonnel.com](mailto:Peter@reitmanpersonnel.com)  
Direct Line: (203) 643-6897



**Brandon Foster**, Candidate Development Specialist: [Brandon@reitmanpersonnel.com](mailto:Brandon@reitmanpersonnel.com)  
Direct Line: (203) 643-6894

