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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!

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Tips on Establishing a Strong Culture at Your Company

Free snacks. On-site massages. Ping-pong tables. Napping pods. Trendy perks like these are often associated with positive company cultures, but a truly great culture is about more than having a playground at your office; it is about who you are at the deepest level. A great company culture is what makes you speak with pride about your workplace and the people with whom you work.

Basically, culture is about how a company treats people: employees, customers, shareholders, the public, and everyone else the company touches. A company's culture is based on the values a company and its employees hold, which are communicated through guiding principles, expectations, and goals.

Here is what it means to create a company culture, that is meaningful and lasting.

1. Define Your Guiding Principles

Your company culture is based on what your company values. To create an intentional culture, you must first determine what is truly important to your company. To build and maintain a culture of knowledge and innovation, guiding principles must be emphasized from the start. These principles give everyone a way of thinking that influences how we do things and how we talk about what we do. We all speak the same language.

Once you lay out your foundational principles, you are able to define you mission and vision. Mission, vision, and guiding principles - make up the basis of your culture. Determining your principles at the outset allows you to grow an authentic culture while remaining true to your roots.

2. Invest in What Is Important to You

Never lose sight of the significance of your guiding principles. To foster a culture of growth and improvement, you have to build these principles into your everyday way of doing things. Offer training and other learning activities that support your principles.

In addition to regular training and learning activities, you can identify opportunities for employees to achieve industry certifications. Not only will such certifications help your team members grow, but they will also boost the reputation of your organization as a whole.

3. Hire for Cultural Fit

It is important that employees' beliefs and behaviors align with the company's values. When hiring, look for candidates who genuinely care about and relate to your foundational principles. It's a huge risk to take a chance on someone who won't mesh well with the existing team, doesn't share goals with colleagues, and isn't aligned with the mission of the company. These people can be detrimental to overall culture and morale. Avoid these hires by including team members in the interview process to get feedback on each candidate from multiple parties.

4. Put People First

At the end of the day, your company wouldn't function without your employees. Emphasize the importance of rewarding teams through award programs, which allow team members to recognize and celebrate individuals who demonstrate guiding principles, go above and beyond to meet a critical deliverable or deadline, or otherwise complete tasks with excellence, quality, and creativity. Try each quarter to hold a fun company event at each office.

The result of all this is a staff of people who get along well and are committed to each other and to the company. Having happy, engaged employees benefits clients, too, as they reap the reward of a dedicated, in-sync team devoted to providing a superior product and exceptional customer service.

Establishing a Strong Company Culture Can Have Significant and Lasting Benefits, Such As:

Employee Engagement: Creating a culture where employees share the same values and goals fosters emotional attachments among team members. When people believe in what they do, they're more committed to the organization and engaged in its success.

Financial Success: Employee engagement positively impacts a company's bottom line. Recent Gallup research found that companies in the top quartile of employee engagement are 21 percent more profitable than those in the bottom quartile.

Recruitment: Many job seekers place high importance on a company's vision and culture. When used as a recruitment tool, your culture can attract like-minded individuals who believe in your vision.

Retention: Did you know that engaged employees are 87 percent less likely to leave an organization, according to Gallup.

Remember: Strong company cultures aren't limited to the Googles and flashy startups of the world. Furthermore, just because you offer awesome perks, that doesn't mean you have an awesome culture. Start instead by defining what's important to your organization.

*Source; Brian Schrader, BIA; Recruiter.com

Recent Placements and Current Engagements

Channel Sales Leader- SaaS Solutions (*Equity Opportunity)

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

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

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

Field Sales Engineer/Trainer- TX/Southwest Region- Intrusion & Access Control Solutions

Regional Sales Manager- (Network Video Solutions)- Chicago/Upper Midwest Region

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

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

Global Strategic Account Manager- Enterprise Solutions, Access Control

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

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**

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

Regional Consultant Sales Manager- Southwest/SoCal, Access Control

Regional Account Executive- Building Solutions/HVAC- Western MA/RI

Business Development Executive- Industrial Software Solutions/IoT

Connected Building/IoT Software Business Consultant- Metro NYC

STAY CONNECTED:

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