



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

## MAY 2016

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!

---

### *Best practices...*

#### **7 Agreements You Need to Make to Ensure Your Success**

In our executive candidate evaluation process at Reitman Security Search, we focus on the career achievements and the challenges that industry professionals have managed. We also work to understand a candidate's ability to address internal challenges and developmental hurdles that they have overcome. We find the following tips useful in personal development, but also a unique evaluation guideline when probing candidates for insights on how they commit to personal continuous improvement.

Accomplishing the goals you want to achieve requires performing to your highest standards. But getting and staying there can be challenging. One proven technique involves "Making an agreement with yourself". Those who discipline themselves to be goal oriented and agree that every decision, choice and challenge will be met from the same perspective, will succeed. Here are seven agreements to seek out in candidates (and make with yourself)--a path to success.

1. **Be open.** It's easy to make and act on assumptions, but if you want to know what is happening, ask. If you want to tell people what is going on, communicate. Leave no room for speculation or guessing--communicate directly and concisely. Assumptions kill achievement.
2. **Lead with integrity.** When you speak and when you act, it will always be with integrity. That means you will say what you mean and mean what you say. Keep integrity at the core.
3. **Do your best.** If you want to succeed, whatever you do will have to be your very best. Doing your best is never going to mean the same thing each time, it will change with changing circumstances and new people. But whatever the circumstance, no matter who is involved or what you do, your actions should come with your highest intentions and best effort.
4. **Be appreciative.** It is easy to take people or things for granted. It's easy to take on an entitlement perspective and to say "I deserve this". And perhaps you do, but you should never take anything for granted. Always show appreciation, you will get back more than expected.
5. **Listen better.** Unfortunately, most people do not listen with the intent to understand. They listen with the intent to reply. Communication is at the heart of leadership and that means we all have to become better listeners. Learn to be more conscious of how you listen, because success requires that we do much more listening than talking. Focus on each word, each hesitation and each silence.
6. **Be of service.** If you want to succeed, serve. At the heart of great achievement lies the foundation of helping, guiding and supporting others. Just as we are successful because of others, we are successful when we help others. Your gifts are not about you, your leadership is not about you and your purpose is not about you. A life of success is all about serving those who need your gifts, your leadership and your purpose.
7. **Be honest.** Telling the truth is hard; research says that 60 percent of adults can't have a 10 minute conversation without lying at least once. Telling the truth is hard sometimes, but it's the right thing to do. Think about your meetings, conversations and business deals. Where can you add your truth? Success comes to those who can honestly say what is on their minds, regardless of what people might think or say. Honesty builds respect.

Our experience has taught us that success isn't a quick fix but a lifelong path of building and sustaining goal oriented habits. As always, we're interested in your thoughts on these and other hiring, selection and retention trends.

\*Source: Lolly Daskal, INC.com

---

## **Recent Placements and Current Engagements**

**Director of A&E Programs-** IT/Infrastructure Solutions

**Business Development Manager-** IP Video Solutions- Vertical Markets- Western US.

**Senior Enterprise Business Development-** Philadelphia, DC, Boston, Atlanta, Denver, Houston, Seattle, Chicago

**Regional Sales Manager**- IP Video- Northeast: New York/New Jersey

**Field Application/Solutions Engineer/Trainer**- Enterprise Access Control- Metro NYC- **COMPLETED**

**Field Application/Solutions Engineer/Trainer**- Enterprise Access Control- Texas

**VP Sales**- Enterprise Access Control- Eastern US

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

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

**Regional Sales Manager**- Access Control- Coastal Carolinas Territory- **COMPLETED**

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

**Regional Sales Manager**- Network Video- Chicago/Upper Midwest Region & Pacific Northwest

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

**National Account Manager**- Retail Vertical- Cloud Solutions

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

**Trainer/Product Specialist**- Access Control Technologies- TN/MO Region- **COMPLETED**

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

**Global Accounts**- Integrated Solutions- CANADA

**Product Manager**- Network Video Solutions- Southern California- **COMPLETED**

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

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

**STAY CONNECTED:**

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

Direct Line: (203) 643-6898



**Peter Aloj**, 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

