



Cardinal Talent

Talent Newsletter May '09



Dear

Shining through the darkness caused by MPs' allowances scandal last week, were two beacons of hope & inspiration. Firstly that the campaign on behalf of the Gurkhas led by Joanna Lumley finally reached its objective and secondly that Sir Ranulph Fiennes successfully conquered Mount Everest. Whether you admire Lumley's masterful outmanoeuvring of government ministers or prefer Fiennes' utter determination to overcome daunting personal issues, it seems the actions of both individuals has a valuable message for us especially at this time.

Both accomplishments were achieved in the face of great adversity. Both, it seems, were unlikely to succeed. Both were spearheaded by determined people whose spirits are uncrushable. Sir Ranulph Fiennes sums it up beautifully "**Plod forever, but never believe you are going to get there**". What a powerful message!! May I urge you to keep placing one foot in front of the other? Whilst this may not sound particularly attractive or dynamic, keeping our minds focussed on taking the small steps which contribute to greater achievements prevents us from becoming overwhelmed by the enormity of the task in hand. This month's article on "Crunch Busting" offers our own perspectives on plodding onwards so here's to continuing foot fall and an eventful month ahead!

Our website www.cardinaltalent.com is designed to be a resource for both candidates and clients, so..

Candidates: do keep an eye on our website for new job opportunities and..

Clients: if you are looking to strengthen your organisation and are interested in any of this month's profiles or any on our website from previous months, please note the reference and call me on +44(0)1484 687 587 or +44(0)7831 476818, or drop me a line to mel@cardinaltalent.com

Best wishes



Cardinal Talent Ltd

Suite 3 Victoria Court, 91 Huddersfield Road, Holmfirth HD9 3JA

admin@cardinaltalent.com www.cardinaltalent.com

Talent roundup

An **experienced general and manufacturing manager** with a demonstrable track record of high performance achievement in the Aerospace and Automotive industries. Capable of assimilating strategic business issues, and through effective planning and communication execute and deliver against challenging targets. Creative in the art of motivating and inspiring people with the ability to direct and lead from the front in order to achieve excellent sustainable results. Graduate in Mechanical engineering and post graduate qualified in the Fellowship of Manufacturing Management.

Ref: EGMM0509

A **versatile, enthusiastic and innovative manufacturing leader** with a proven track record in delivering cost savings and improvements in manufacturing efficiency. A successful lean facilitator and change agent with proven ability to develop and implement strategic change. A highly experienced professional with excellent communication and people skills. Sector experience includes textiles and printing. Looking for a position in the Yorkshire/Lancashire area.

Ref: VEIML0509

A **successful and pragmatic general manager** with extensive experience of lean techniques in high and low volume manufacturing businesses. A commercially astute change manager with excellent communication skills and a proven track record in continuous improvement. Sector experience includes home improvement, precision engineering and automotive supply. Educated to degree standard with postgraduate fellowship in Manufacturing Management.

Ref: SPGM0509

An innovative and resourceful **professional interim managing/senior director** with proven sales and international experience in a wide range of business sectors. A natural open leader with excellent coaching

Crunch busting

As the effects of the recession become more evident, and those who are unemployed and looking for work grow by numbers not seen for more than a decade, jobhunters need to adopt different and innovative methods of seeking work. This means an active, rather than a passive approach.

Currently, the media regularly delivers **heartstopping** and **gobsmacking** headlines such as:

- UK gloom deepens as conditions worsen
- UK unemployment rises to 7.1% Jan-Mar qtr, reported 12th May
- You're hired – next year!
- Landscape of industrial decay emerges - Birmingham, Leeds, Glasgow are UK cities hit hardest by job cuts
- Signs of hope emerge in the construction industry
- Adidas to cut costs, Q1 misses expectations
- It will be twice as bad as we predicted, says Brussels

These headlines add or subtract measures of gloom or shafts of light to our collective mindset. The prevailing message seems tilted towards doom and gloom, so I'd like to offer some words of hope and encouragement to tilt the balance towards the positive. We must consider how to seek out & adopt positive measures so that we can become proficient **crunch busters!**

At any one time in the economic landscape there will be those individuals **hiring, firing** or **seeking** to employ talent. There will be those enjoying a spell of **equilibrium**, too. Some people may fall into more than one category. Proportions will change depending on economic climate and at this time, as we know, those hiring are thin on the ground, whilst those firing are in the majority. So the first need is to identify the sectors which are most recession-proof and still growing. Current indicators point to the following as the **most opportunity-rich**:

- Pharmaceuticals
- Healthcare and medical equipment, especially that for the elderly
- Innovation & high technology
- Food
- Personal care products
- Nursing

Once you know what you're aiming for, the second step is to **work out ways of getting in front of the decision-makers** so you can put yourself and your skills across. This is where creative thinking and ingenuity are called for! At this time, I **strongly** recommend **actively** seeking out potential employers, in **addition to** daily combing the web, **responding to job ads**.

If you find you are thinking "aaahhh where do I start" or "oh no that sounds scary", make contact with

and development skills. A highly motivated and performance driven change agent with excellent business and communication skills. With experience in continuous performance improvement and a strong belief in customer driven quality, has developed many new concepts, which have subsequently set standards within the industry. A proven interim track record over many years.

Ref: PIMSD0509

Short term, high impact interventions from experienced professionals – without the financial outlay!

Are you interested or know of anyone who may be?

Then please don't hesitate to contact me on
+44(0)1484 687 587 or +44(0)7831 467
818

Or drop me a line to
mel@cardinaltalent.com

the outside world – don't sit and stew on your own! Get in touch with others and bat some ideas about, especially if those you choose have recently secured a new role for themselves. You might like to meet up with a group of like-minded people in a similar situation to swap intelligence, act as a supporter to give and receive ideas for improving your application techniques. Information about potential employers is invaluable and the more you have, the more understanding you will gain about their current issues and so you are more likely to be able to offer relevant and attractive solutions.

Talking to others, networking and keeping a healthy perspective on the current situation and your progress, helps maintain a positive outlook and forward momentum. If fear or panic grip you, then pick up the phone or go for a walk, find a friend and recover perspective.

The task of actively seeking your next employer will not be easy or, at times, particularly enjoyable or comfortable. You will, however, have the satisfaction of achieving success. Whether you secure a role through the advertised or unadvertised job market, the experience, personal learning, knowledge and self-confidence you will gain through the process will make you a very desirable candidate.

So **Seekers** here are the **crunch busting** headlines!

1. create your own **action - don't wait for inspiration!**
2. explore and discover, **research more than ever before**
3. **work on your adaptability and drive** - get out of your fixed frame of mind by talking to others
4. recharge your batteries - focus energy on creating **opportunities**
5. hold your **nerve, be confident and bold**
6. think **counter-intuitively** i.e. outside the norm
7. **improve your alertness to risk and opportunity** - move around, get different perspectives and stay sharp
8. **become a fast learner** – dump the baggage **and open up** to new learning

Consider these steps, adapt to new situations, make a successful transition, achieve a new role and welcome a new way of life.

In next month's issue:

June's **Talent roundup**
Crunch busting for Hirers



Mel Armstrong is a coach & recruiter of business leaders. A degree qualified metallurgist and Chartered Engineer, with a post graduate Fellowship in Manufacturing Management, her main areas of interest are developing self awareness in business leaders and manufacturing and business improvement. She works closely with a number of private clients providing business support through recruitment, transition coaching, outplacement, psychometric assessment and career development. Mel has recently received the Fellow of the Year Award from the Association of Manufacturing Managers.

CentredDevelopment
TARGETING YOUR TALENT

SUMMER SCHOOL 2009
Calling all Fellows!

Six Sigma Green Belt Trained
Six Sigma Green Belt Certified
TA101 Certificate Let's be OK!
Change Through IT
Job Hunting for Talented People
Accountancy Clinic
Lean Boot Camp
The Language of Continuous Improvement
Ice Cool Coaching

The Summer School Programme and Booking Form can be downloaded from
www.centreddevelopment.com