



Building the Best Organizations in the Insurance Industry

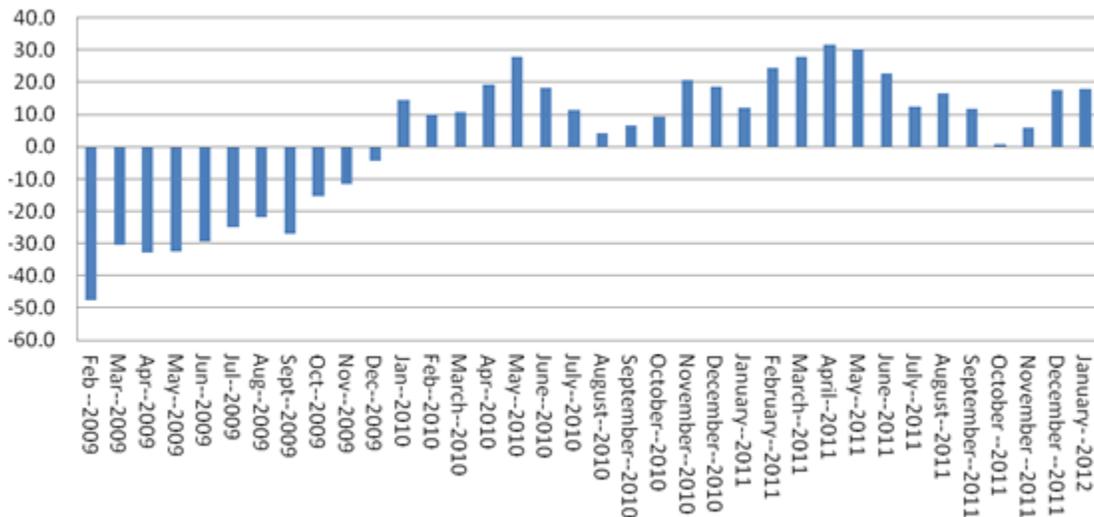
EXECUTIVE JOB CREATION HOLDS POSITIVE TERRITORY

By: Joseph Daniel McCool

The number of employers expecting to recruit for senior-executive roles over the next six months is higher than the number of employers planning to shed management jobs during the same time, according to the results of an ExecuNet survey in January of 157 executive recruiters.

Executive Recruiters' View of How Employers Will Manage Talent — Next 6 Months

ExecuNet's Executive Job Creation Index



Source: ExecuNet

In January, ExecuNet's benchmark Executive Job Creation Index, which compares the number of companies expected to add executive positions over the next six months versus those planning to downsize their management teams or delay filling vacant management roles, registered a +18 reading, holding the same positive level as recorded in December.

Some 22 percent of employers were expected to add new senior-management jobs to keep pace with business demand for experienced leadership.

Perhaps the most revealing data point was found in the one percent of recruiters who believe companies will leverage the current economic climate by continuing to shed senior-management roles.

Further, only 4 percent of employers were expected to delay filling open management roles over the next six months as a way to reduce operating budgets.

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Engagement = Retention (Now more than ever)

Did you know that...

One out of two senior-level executives are considering leaving their organization for another opportunity in the next 12 months?

The same respondents to our survey also indicated the top reasons that would entice them to stay with their current employer — and it all points to engagement. Top performers want to feel challenged in their positions.

Top 4 Reasons Executives Stay With Their Current Employer

1. The challenges in my job (*up from #5 in 2011*)
2. My job fits my skills and interests
3. My work location — city or state
4. Opportunity for input into the organization's direction and decisions

These are just some of the trends revealed in ExecuNet's just-completed 20th annual Executive Job Market survey. I'll be reporting much more as we dive deeper into the data and discover more insightful treasures.